

TOWN OF AMESBURY  
SUPPORT DOCUMENTATION  
FOR THE  
FISCAL YEAR 2013  
OPERATING BUDGET

JULY 1, 2012 THROUGH JUNE 30, 2013

PRESENTED TO:  
**MUNICIPAL COUNCIL**  
ANNE R. FERGUSON, PRESIDENT  
ROBERT L. GILDAY, VICE PRESIDENT  
JAMES M. KELCOURSE  
ALLEN R. NEALE  
CHRISTIAN R. SCORZONI  
ROBERT W. LAVOIE  
DONNA M. MCCLURE  
JOSEPH W. McMILLEON  
DEREK T. KIMBALL

**MAYOR**  
THATCHER W. KEZER III

**MAY 2012**

# SUPPORTING DOCUMENTATION

## FISCAL YEAR 2013

### OPERATING BUDGET

#### TABLE OF CONTENTS

#### **TAB 1: SUMMARY**

Mayor's Transmittal Letter	1
Budget Summary	3
Revenues & Expense Summary	7

#### **TAB 2: Operating Budgets (by Divisions)**

##### **Mayor's Office**

Mayor's Office	1
Legal	5

##### **City Council/City Council**

City Council	7
City Clerk	12
Election/Registration	16

##### **Fire**

Fire and Rescue Department	21
Emergency Management	28

##### **Police**

Police Department	32
Harbormaster	39

##### **Public Safety Communications**

Public Safety Dispatch	42
------------------------	----

##### **Community & Social Services**

Council on Aging	46
Youth Services	50
Veterans Services	54
Library	58

## TABLE OF CONTENTS

### **Administration & Finance**

Administration & Finance	64
Assessors	68
Treasurer/Collector	72
Management Information Systems	76

### **Community & Economic Development**

Community & Economic Development	82
Conservation Commission	87
Planning Board	91
Zoning Board of Appeals	95

### **Inspectional Services**

Inspectional Services	98
Weights & Measures	103
Regional Health Services	105

### **Public Works**

Public Works & Engineering	109
Sewer (Enterprise)	115
Water (Enterprise)	121
Recycle & Refuse	128
Snow & Ice	130

### **Other**

Employee Benefits	133
Central Supply	135
Municipal Buildings	138
Landry Stadium (Enterprise)	141
Outdoor Lighting	143
Debt Service	145
Insurance	147
State & County Assessments	149
Other Assessments	151
Reserve Fund	153

## BUDGET SUMMARY

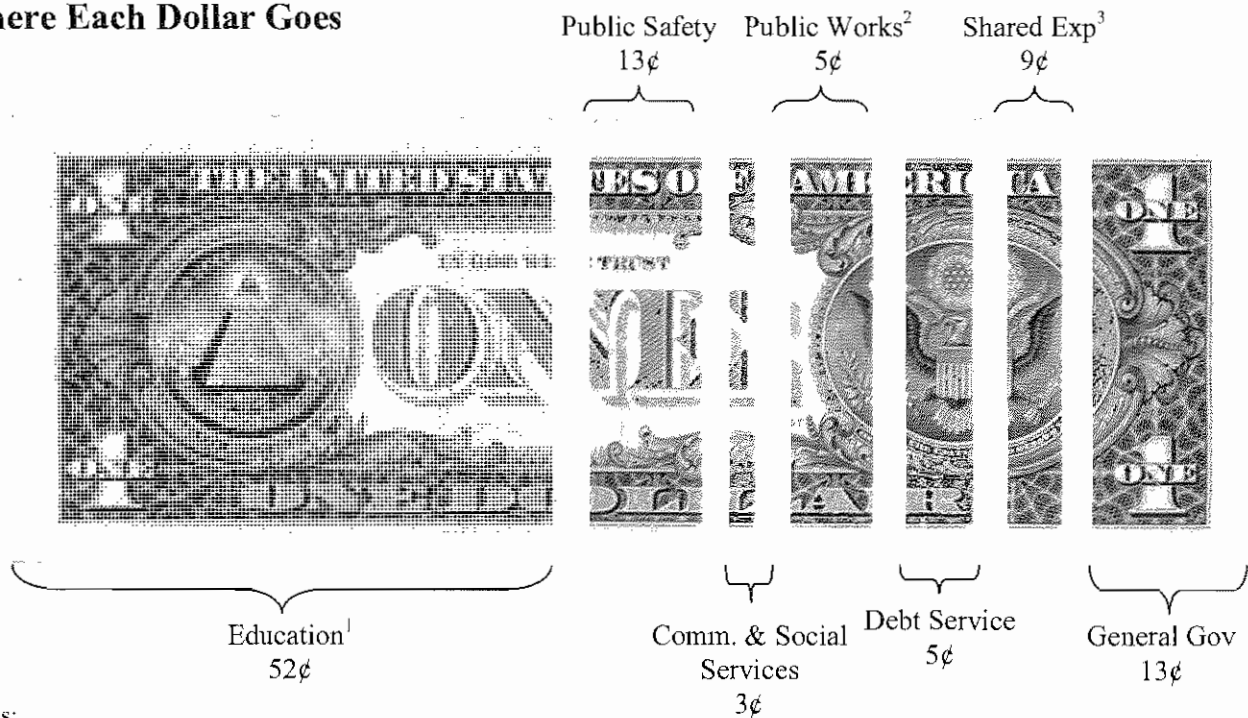
### Where Each Dollar Comes From



Notes:

1. Excludes Enterprise Funds: Water, Sewer and Landry Stadium.

### Where Each Dollar Goes



Notes:

1. Includes regional school assessments, charter schools, school choice and special education.

2. Excludes Enterprise Fund expenses: Water and Sewer.

3. Includes employee benefits, retired teachers' benefits, state, county and other assessments.

## **FY2013 BUDGET SUMMARY**

### **Summary**

The FY13 General Government budget reflects the city's mission to provide excellent municipal services at a cost residents can afford. Although the economy continues to improve, a cautious approach was taken in creating this budget, with revenues being relatively flat and expenditures remaining level in most departments, with the exception of funding to high priority initiatives. This budget has been structured to provide necessary funding to maintain outstanding service delivery quality while balancing the need to control spending in order to limit the financial burden on taxpayers. Despite financial limitations, this budget emphasizes providing outstanding public education to Amesbury youth, protecting residents through comprehensive public safety programs, supporting residents through a variety of social service programs and opportunities, and stimulating redevelopment and economic growth throughout the city.

The FY2013 General Government operating budget is \$51,300,300, representing an increase of \$1.2M from the previous year's adjusted budget. However, only \$345,000 is supported through a levy increase, or one third of the allowed 2 ½ increase; the remaining increase is supported by new growth and other revenue sources. Including the enterprise funds for Sewer, Water and Landry Stadium, the FY13 operating budget is \$57,278,407. The total budget, inclusive of enterprise funds is up \$1,241,475.

### **Revenues**

For several years now, the city has made adjustments to manage and offset decreased revenues. Through staff reductions in 2009, various initiatives to share services with other municipalities, and no general salary adjustments for several years, the city currently maintains a strong revenue position relative to covering expenditures. Along with these cost management efforts, new growth will allow for a levy increase of just 2%, or \$744,906 this year. In an effort to remain conservative, anticipated local receipts remain unchanged from last year, primarily affected by stalled interest rates on investments and level revenues from motor vehicle excise taxes, licenses, and fees. This levy increase will establish approximately \$1,864,070 in levy capacity, or the amount below the legally allowed levy maximum.

With decreasing State revenues beginning to level off, the city's projected increase in local aid is approximately \$185,000. This represents only a modest revenue gain, and increasingly, the city relies less on local aid as a percentage of the total budget; this fiscal year the city will receive 22% of revenues from local aid as compared to 27% just five years ago.

Continued thoughtful investment in staffing and resource allocation will aid the city in leveraging public investments to stimulate new growth. Benefits derived from current construction projects throughout the city will have a measured, positive impact in generating additional tax revenue. Further, the city persists in its grant application processes and lobbying efforts with the state legislature to advocate for investments in municipal infrastructure and economic growth.

### **Expenses**

Through the city's significant measures to balance level revenues and increasing expenses, it has remained committed to delivering quality municipal services. For FY13, the budget is \$1.2M above the prior year's adjusted budget. Adjustments to employee health plans and a reduction in assessments, along with near-level department spending will all help the city to offset budget increase drivers such as the city's 27<sup>th</sup> employee payroll and a \$600,000 increase to Amesbury's Public Schools.

The School budget is up \$600,000 from the previous year mostly in response to compensate for state investment reductions in FY11 and FY12 and the end of short-term help from federal stimulus funds. Also included in this year's operating budget are increases in employee compensation. This budget includes, on average, a 1.5% increase in salaries for non-union employees. Additional compensation includes equity adjustments and other standard increases. Further, the city this year will shoulder the cost of a 27<sup>th</sup> paycheck for general government employees.

Various cost savings methods have been achieved to limit the city's operating expenses for fiscal year 2013. Stemming from successful recycling and refuse removal contract extension negotiations, the city will see only a modest increase in associated removal fees. Significantly, employee approved health insurance changes bring a \$304,000 cost savings to city government, while schools will see \$545,000 cost savings. By implementing deductibles and increased co-pays for some medical services and prescription drugs, the city has lowered the cost of employee healthcare by roughly 14%. Implementing sensible changes to the way the city delivers services generate substantial savings that will help to offset unavoidable expenditures.

For enterprise funds, the Water Department and Landry Stadium have anticipated increases. A substantial portion of the Water Department increase is driven by the first interest-only payment of the Water Treatment Plant upgrade. This project was approved in 2009 and is being funded by no- and low-interest loans from the State Revolving Fund and American Recovery and Reinvestment Act funding. The Landry Stadium Committee has been advocating for several years for the city to increase its \$5,000 expenditure as the cost of maintenance rises. The Sewer Department budget is down \$13,528 over the FY12 budget. All enterprise funds are supported solely through fees and do not impact the levy or tax rate.

Despite revenues that remain stagnant, the FY13 budget succeeds in allocating funding for service and program improvements, fixed cost increases, and investments in public infrastructure.

In terms of services, the FY2013 Budget:

- Maintains the current firefighting strength
- Supports funding to allow the Amesbury Police Department to continue meeting the goals of its city policing plan
- Preserves funding and current hours of operation for the Amesbury Public Library
- Retains lifeguards on city beaches
- Maintains funding for Community and Social Services, including Council on Aging, Veteran's Services, and Youth Services
- Supports redevelopment in the Lower Millyard and other identified areas of the city
- Makes strategic investments in staffing that will support future economic growth, including adding resources to the Office of Community and Economic Development

## **Conclusion**

The city continues to seek out and implement thoughtful management practices designed to increase operational efficiency. With slight improvements in projected revenues, the FY13 budget has been crafted to ensure critical services are sustained and the financial stability of the city persists.

The most significant elements of this year's \$1.2M budget increase are the city's required 27<sup>th</sup> employee paycheck and a \$600,000 increase for the Amesbury Public Schools. Exclusive of these two items, the total budget increase for general government is approximately \$178,000. Coming on the

heels of three years of nearly level-funded budgets, this represents the minimum increase with no operational or service delivery contraction.

Reflected in the FY13 budget is the \$849,000 cost savings from employee healthcare changes and a \$104,841 reduction in assessments, and a debt service that remains rather flat with an increase of just 0.2%. The School's loss of non-recurring stimulus (ARRA) funds has created the need for the city to increase funding to education. It is also clear that investing in staffing and resources to stimulate and support economic growth remains a priority. The city is grateful to the Governor and the State Legislature for their legislative and financial support and will continue its lobbying efforts to ensure sustained investments.

Because the city moved quickly to implement thoughtful steps to limit expenditures at the onset of the economic downturn including implementing staff reductions, negotiating employee concessions for healthcare, and strategically expanding programs and services, residents have not seen a disruption in service delivery quality. With level revenue projections persisting beyond FY13, the city stands prepared to prioritize initiatives and projects, fund strategic capital outlay projects designed to support economic growth, and commit to enhancing its reserve fund. This budget reflects a responsible management approach that protects critical services and serves as a balance between organizational objectives and financial realities.

# FY2013 BUDGET

REVENUE	2009 Actual	2010 Actual	2011 Actual	2012 Budget	2013 Forecast	Dollar Variance	% Variance
<b>Property Taxes</b>							
Personal Property Tax	618,527	637,533	1,139,220	1,286,868	1,306,868	20,000	1.5%
Real Estate Tax	31,207,293	32,385,212	32,333,668	33,948,679	34,673,585	724,906	2.1%
Tax Possessions	-	2,947	7,615	-	-	-	0.0%
Tax Title	317,791	453,330	521,492	-	-	-	0.0%
<b>Subtotal Property Taxes</b>	<b>32,143,611</b>	<b>33,479,022</b>	<b>34,001,995</b>	<b>35,235,547</b>	<b>35,980,453</b>	<b>744,906</b>	<b>2.1%</b>
<b>Local Receipts</b>							
<i>Motor Vehicle Excise</i>							
Motor Vehicle Excise	1,613,463	1,532,597	1,542,432	1,542,000	1,542,000	-	0.0%
<i>Other Excise</i>							
Hotel Room Tax	66,606	68,291	90,422	90,000	90,000	-	0.0%
Boat Excise	14,667	6,407	8,567	8,500	8,500	-	0.0%
Other Taxes	-	-	-	-	-	-	0.0%
Farm Animal Excise	-	-	-	-	-	-	0.0%
<i>Penalties &amp; Interest</i>							
Penalty/ Int. on Prop. Tax	95,627	103,216	95,895	95,800	95,800	-	0.0%
Penalty/ Int. on Tax Title	34,634	30,350	84,832	84,800	84,800	-	0.0%
Penalty Int on Excise	14,942	12,636	11,022	11,000	11,000	-	0.0%
<i>Payment in Lieu</i>							
Payment in Lieu of Taxes	-	-	57,113	25,000	25,000	-	0.0%
<i>Other Charges</i>							
Other Charges for Services	2,513	776	1,969	1,900	1,900	-	0.0%
<i>Fees</i>							
Treasurer Fee	34,018	58,757	63,993	63,900	63,900	-	0.0%
Fees	91,353	83,477	54,131	54,000	54,000	-	0.0%
<i>Other Receipts</i>							
Other Revenue	12,200	12,750	14,960	14,900	14,900	-	0.0%
<i>Licenses/ Permits</i>							



REVENUE	2009 Actual	2010 Actual	2011 Actual	2012 Budget	2013 Forecast	Dollar Variance	% Variance
Liquor License	22,580	30,213	30,959	30,900	30,900	-	0.0%
Other License	26,417	26,594	34,580	34,500	34,500	-	0.0%
Permits	219,344	204,214	291,123	291,100	291,100	-	0.0%
Rentals	160	535	550	550	550	-	0.0%
<i>Fines/ Forfeits</i>						-	0.0%
Non-Criminal Violations	59,484	28,119	20,506	20,500	20,500	-	0.0%
Court Fines	93,291	85,381	85,997	85,900	85,900	-	0.0%
<i>Investment Income</i>						-	0.0%
Interest- General	65,007	30,290	21,263	21,200	21,200	-	0.0%
<i>Misc. Recurring</i>						-	0.0%
Medicare Reimbursement	142,204	194,481	105,864	105,800	105,800	-	0.0%
<b>Subtotal Local Receipts</b>	<b>2,608,510</b>	<b>2,509,084</b>	<b>2,616,178</b>	<b>2,582,250</b>	<b>2,582,250</b>	-	0.0%
<b>Intergovernmental - State</b>							
<i>Cherry Sheet</i>							
Loss of Tax Vets/ Blind/Widow	35,157	-	21,586	32,728	32,728	-	0.0%
Loss of Tax Elderly	21,586	21,586	-	24,410	23,373	(1,037)	-4.4%
Police Career Incentive	133,155	26,139	14,355	-	-	-	0.0%
Lottery Aid	2,185,299	1,714,037	1,645,476	1,526,501	1,645,476	118,975	7.2%
Additional Lottery	-	-	-	-	-	-	0.0%
Veterans Benefits	101,309	98,567	243,873	255,390	286,443	31,053	10.8%
Chapter 70 Aid	8,124,385	8,897,607	8,377,810	8,422,786	8,517,266	94,480	1.1%
Charter School	7,881	67,158	44,724	120,856	62,384	(58,472)	-93.7%
Transportation Aid	-	-	-	-	-	-	0.0%
School Building Assistance	766,765	1,297,614	848,130	766,765	766,765	-	0.0%
<b>Subtotal Intergovernmental - State</b>	<b>11,375,537</b>	<b>12,122,708</b>	<b>11,195,954</b>	<b>11,149,436</b>	<b>11,334,435</b>	184,999	1.6%
<b>Interfund Operating Transfers</b>							
Transfer from Youth	180,400	236,376	246,376	265,627	293,463	27,836	9.5%
Transfer from Waterways Improvement	-	7,500	7,500	7,500	7,500	-	0.0%
Transfer from Sale of Cemetery Lots	11,800	11,800	2,900	9,000	13,000	4,000	30.8%

REVENUE	2009 Actual	2010 Actual	2011 Actual	2012 Budget	2013 Forecast	Dollar Variance	% Variance
Transfer from Ambulance	450,000	624,000	450,000	550,000	600,000	50,000	8.3%
Transfer from Sewer	-	-	-	-	-	-	0.0%
Transfer from Water Enterprise	-	-	-	-	-	-	0.0%
Transfer from Cemetery Trust	12,500	12,500	12,500	8,000	8,000	-	0.0%
Transfer from Regional Health	-	20,000	50,000	-	50,000	50,000	100.0%
<b>Subtotal Interfund Operating Transfers</b>	<b>654,700</b>	<b>912,176</b>	<b>769,276</b>	<b>840,127</b>	<b>971,963</b>	<b>131,836</b>	<b>13.6%</b>
<b>Miscellaneous Revenue</b>							
Free Cash	-	-	335,000	340,000	400,000	60,000	15.0%
Miscellaneous Revenue	133,213	98,272	11,705	-	-	-	0.0%
Bond Prem.	-	-	-	-	-	-	0.0%
Recycling	940	12,775	15,010	15,000	15,000	-	0.0%
Compost	25,542	17,800	16,205	16,200	16,200	-	0.0%
<b>Subtotal Miscellaneous Revenue</b>	<b>159,695</b>	<b>128,847</b>	<b>377,920</b>	<b>371,200</b>	<b>431,200</b>	<b>60,000</b>	<b>13.9%</b>
<b>GENERAL FUNDS TOTAL</b>	<b>46,942,053</b>	<b>49,151,837</b>	<b>48,961,323</b>	<b>50,178,560</b>	<b>51,300,301</b>	<b>1,121,741</b>	<b>2.2%</b>
<b>WATER/SEWER/LANDRY</b>							
Landry	6,620	5,608	13,406	5,000	9,000	4,000	44.4%
Sewer	2,471,951	2,496,377	2,544,080	2,740,786	2,727,258	(13,528)	-0.5%
Water	2,548,639	2,647,312	2,955,426	3,168,921	3,241,848	72,927	2.2%
<b>Subtotal Water/Sewer/Landry</b>	<b>5,027,210</b>	<b>5,149,297</b>	<b>5,512,912</b>	<b>5,914,707</b>	<b>5,978,106</b>	<b>63,399</b>	<b>1.1%</b>
<b>GRAND TOTAL</b>	<b>51,969,263</b>	<b>54,301,134</b>	<b>54,474,235</b>	<b>56,093,267</b>	<b>57,278,407</b>	<b>1,185,140</b>	<b>2.1%</b>

**FY2013 BUDGET SUMMARY  
BY DIVISION**

<b>EXPENSE SUMMARY</b>	<b>FY09 Actual</b>	<b>FY10 Actual</b>	<b>FY11 Actual</b>	<b>FY12 Approp</b>	<b>FY13 Request</b>	<b>Variance</b>	<b>% of General Gov</b>
<b>Mayor's Office</b>							
Mayor's Office	186,278	206,109	194,179	207,043	209,487	2,444	
Harbormaster	7,500	7,500	7,500	7,500	-	(7,500)	
Liquor Commission	915	1,000	-	-	-	0	
Legal	156,087	115,517	75,689	100,300	100,300	0	
<b>Subtotal Mayor's Office</b>	<b>350,780</b>	<b>330,126</b>	<b>277,368</b>	<b>314,843</b>	<b>309,787</b>	<b>(5,056)</b>	<b>0.6%</b>
<b>City Council/City Clerk</b>							
City Council	63,819	71,568	83,170	88,850	88,932	82	
City Clerk	155,100	161,193	165,930	167,511	170,518	3,007	
Election/Registration	25,636	35,598	23,246	33,789	38,914	5,125	
<b>Subtotal City Council/City Clerk</b>	<b>244,555</b>	<b>268,359</b>	<b>272,346</b>	<b>290,150</b>	<b>298,364</b>	<b>8,214</b>	<b>0.6%</b>
<b>Fire</b>							
Fire and Rescue Department	2,515,636	2,728,658	2,657,859	2,786,553	2,934,765	148,212	
Emergency Management	18,675	21,078	24,486	27,536	-	(27,536)	
<b>Subtotal Fire</b>	<b>2,534,311</b>	<b>2,749,736</b>	<b>2,682,345</b>	<b>2,814,089</b>	<b>2,934,765</b>	<b>120,676</b>	<b>5.7%</b>
<b>Police Department</b>	<b>3,168,577</b>	<b>3,598,570</b>	<b>3,209,465</b>	<b>3,303,241</b>	<b>3,402,470</b>	<b>99,229</b>	
Harbormaster	-	-	-	-	7,500	7,500	
<b>Subtotal Police</b>	<b>3,168,577</b>	<b>3,598,570</b>	<b>3,209,465</b>	<b>3,303,241</b>	<b>3,409,970</b>	<b>106,729</b>	<b>6.6%</b>
<b>Public Safety Communications</b>	<b>482,622</b>	<b>500,870</b>	<b>522,250</b>	<b>532,109</b>	<b>532,090</b>	<b>(19)</b>	<b>1.0%</b>
<b>Community and Social Services</b>							
Council on Aging	109,727	81,207	88,966	104,085	125,297	21,212	
Youth Services	216,357	234,273	248,356	265,627	293,463	27,836	
Veterans Services	238,065	339,743	371,526	372,649	406,005	33,356	
Animal Control	40,403	21,000	-	-	-	0	
Library	585,640	594,197	639,871	691,213	707,994	16,781	
<b>Subtotal Community and Social Services</b>	<b>1,190,192</b>	<b>1,270,420</b>	<b>1,348,719</b>	<b>1,433,574</b>	<b>1,532,759</b>	<b>99,185</b>	<b>3.0%</b>
<b>Administration &amp; Finance</b>							

EXPENSE SUMMARY	FY09 Actual	FY10 Actual	FY11 Actual	FY12 Approp	FY13 Request	Variance	% of General Gov
Administration & Finance	270,210	245,353	256,129	258,079	270,242	12,163	
Assessors	209,554	197,671	190,088	185,173	208,242	23,069	
Treasurer/Collector	215,631	195,180	202,767	202,481	207,206	4,725	
Management Information Systems	226,783	255,895	253,368	267,198	285,508	18,310	
<b>Subtotal Administration &amp; Finance</b>	<b>922,178</b>	<b>894,099</b>	<b>902,352</b>	<b>912,931</b>	<b>971,198</b>	<b>58,267</b>	<b>1.9%</b>
<b>Community &amp; Economic Development</b>							
Community & Economic Development	294,931	224,302	248,453	252,336	293,579	41,243	
Conservation Commission	25,254	22,600	26,077	32,442	47,832	15,390	
Planning Board	10,325	3,401	11,212	15,728	15,728	0	
Zoning Board of Appeals	6,486	2,408	4,276	5,891	5,891	0	
<b>Subtotal Community &amp; Economic Development</b>	<b>336,996</b>	<b>252,711</b>	<b>290,018</b>	<b>306,397</b>	<b>363,030</b>	<b>56,633</b>	<b>0.7%</b>
<b>Inspectional Services</b>							
Inspectional Services	277,346	199,380	184,670	190,653	194,696	4,044	
Regional Health Services	-	-	144,297	152,961	159,790	6,829	
Weights & Measures	4,000	4,000	4,000	4,500	4,500	0	
<b>Subtotal Inspectional Services</b>	<b>281,346</b>	<b>203,380</b>	<b>332,967</b>	<b>348,114</b>	<b>358,986</b>	<b>10,873</b>	<b>0.7%</b>
<b>Public Works</b>							
Public Services	1,307,592	1,077,813	1,195,506	1,263,091	1,309,547	46,456	
Recycle & Refuse	1,001,862	834,772	845,916	979,118	994,118	15,000	
Snow & Ice	466,197	239,995	549,138	225,000	225,000	0	
<b>Subtotal Public Works</b>	<b>2,775,651</b>	<b>2,152,580</b>	<b>2,590,560</b>	<b>2,467,209</b>	<b>2,528,665</b>	<b>61,456</b>	<b>4.9%</b>
<b>Other</b>							
Employee Benefits	4,386,636	4,295,112	4,411,194	4,990,146	4,678,822	(311,324)	9.1%
Central Supply	60,631	55,110	58,491	72,500	72,500	0	
Municipal Buildings	131,915	117,304	126,260	134,120	171,576	37,456	
Outdoor Lighting	149,500	155,492	169,159	170,004	170,004	0	
Debt Service	2,308,598	2,548,739	2,446,994	2,317,094	2,321,861	4,767	4.5%
Insurance	270,269	255,015	233,963	278,300	278,300	0	
State & County Assessments	2,515,874	2,511,937	2,379,705	2,373,195	2,268,354	(104,841)	
Other Assessments	905,585	841,756	742,436	830,193	865,774	35,581	
Reserve Fund	-	50,000	-	50,000	450,000	400,000	
Overlay	411,631	430,585	392,473	350,521	350,000	(521)	

EXPENSE SUMMARY	FY09 Actual	FY10 Actual	FY11 Actual	FY12 Approp	FY13 Request	Variance	% of General Gov
Subtotal Other	11,140,639	11,261,050	10,960,675	11,566,073	11,627,191	61,118	22.7%
School	23,837,690	24,933,496	24,933,496	25,833,496	26,433,496	600,000	51.5%
GENERAL GOVERNMENT	47,265,537	48,415,397	48,322,561	50,122,225	51,300,300	1,178,075	0
Sewer (Enterprise)	2,475,691	2,573,671	2,623,781	2,740,786	2,727,258	(13,528)	4.8%
Water (Enterprise)	2,515,032	2,570,247	2,672,504	3,168,921	3,241,848	72,927	5.7%
Landry Stadium (Enterprise)	11,982	7,450	5,957	5,000	9,000	4,000	0.0%
GRAND TOTAL	52,268,242	53,566,765	53,624,803	56,036,933	57,278,406	1,241,474	

**FY2013 BUDGET SUMMARY  
BY LINE ITEM**

EXPENSE SUMMARY	Mayor	Clerk	Fire	Police	Public Safety Dis	CSS	Admin & Fin	OCED	ISD	PW	Other	TOTAL	% of Total
<b>Personnel</b>													
Salaries	193,234	212,615	2,047,652	2,651,184	494,727	936,195	707,407	284,306	247,781	691,248	-	8,466,350	34.0%
Overtime	-	7,182	429,975	344,790	27,345	500	-	-	2,000	116,057	-	927,849	3.7%
Other Personnel	-	-	30,000	92,096	8,018	-	15,600	-	2,000	5,000	-	152,714	0.6%
<b>Subtotal Personnel</b>	<b>193,234</b>	<b>219,797</b>	<b>2,507,627</b>	<b>3,088,070</b>	<b>530,090</b>	<b>936,695</b>	<b>723,007</b>	<b>284,306</b>	<b>251,781</b>	<b>812,305</b>	<b>-</b>	<b>9,546,913</b>	<b>38.4%</b>
<b>Expenses</b>													
Advertising	200	4,500	-	-	-	-	-	2,450	600	1,140	-	8,890	0.0%
Building Maintenance	-	-	11,550	27,438	-	20,485	-	1,000	-	29,000	90,776	180,249	0.7%
Consultants	-	43,500	-	-	-	-	7,000	48,000	-	5,000	-	103,500	0.4%
Dues & Subscriptions	5,555	400	5,690	12,290	-	1,468	2,290	2,873	400	7,635	-	38,601	0.2%
Prof Dev & Training	2,830	3,088	2,500	6,700	-	2,800	8,750	3,100	5,200	1,500	-	36,468	0.1%
Supplies	1,500	7,183	97,150	27,920	2,000	16,749	5,800	3,825	4,350	236,112	52,500	455,089	1.8%
Travel	2,448	588	-	-	-	6,251	765	2,206	19,920	3,230	-	35,407	0.1%
Utilities	2,220	1,008	51,360	31,272	-	24,650	12,756	3,720	4,620	37,164	250,804	419,574	1.7%
Vehicles & Equipment	-	1,350	246,440	212,580	-	14,841	45,750	-	500	173,981	20,000	715,442	2.9%
Other	101,800	16,950	12,448	3,700	-	508,820	165,080	11,550	71,615	1,221,598	-	2,113,561	8.5%
<b>Subtotal Expenses</b>	<b>116,553</b>	<b>78,567</b>	<b>427,138</b>	<b>321,900</b>	<b>2,000</b>	<b>596,064</b>	<b>248,191</b>	<b>78,724</b>	<b>107,205</b>	<b>1,716,360</b>	<b>414,080</b>	<b>4,106,781</b>	<b>16.5%</b>
<b>Total Expenses</b>	<b>309,787</b>	<b>298,364</b>	<b>2,934,765</b>	<b>3,409,970</b>	<b>532,090</b>	<b>1,532,759</b>	<b>971,198</b>	<b>363,030</b>	<b>358,986</b>	<b>2,528,665</b>	<b>414,080</b>	<b>13,653,693</b>	
<b>Total Personnel</b>	<b>9,546,913</b>	<b>38.4%</b>											
<b>Employee Benefits</b>	<b>4,678,822</b>	<b>18.8%</b>											
<b>Subtotal Personnel Costs</b>	<b>14,225,735</b>	<b>57.2%</b>											
<b>Expenses</b>	<b>4,106,781</b>	<b>16.5%</b>											
<b>Debt Service</b>	<b>2,321,861</b>	<b>9.3%</b>											
<b>Other Assessments</b>	<b>865,774</b>	<b>3.5%</b>											
<b>State &amp; County Assmts</b>	<b>2,268,354</b>	<b>9.1%</b>											
<b>Insurance</b>	<b>278,300</b>	<b>1.1%</b>											
<b>Reserve Fund</b>	<b>450,000</b>	<b>1.8%</b>											
<b>Overlay</b>	<b>350,000</b>	<b>1.4%</b>											
<b>Subtotal Expenses</b>	<b>10,641,070</b>	<b>42.8%</b>											
<b>TOTAL</b>	<b>24,866,804</b>												
<b>Schools</b>	<b>26,433,496</b>												
<b>GRAND TOTAL</b>	<b>51,300,300</b>												

Division: Mayor's Office  
 Department: Mayor's Office  
 Department No: 121  
 Roll Up

	FY09 Actual	FY10 Actual	FY11 Actual	FY12 Approp	FY13 Request	Variance	Appropriation
<b>EXPENSES</b>							
<b>Personnel</b>							
Salaries	172,223	182,518	182,371	191,560	193,234	1,674	
Overtime	-	-	-	-	-	-	
Other Personnel Expenses	-	11,483	-	-	-	-	
<b>Subtotal Personnel</b>	<b>172,223</b>	<b>194,001</b>	<b>182,371</b>	<b>191,560</b>	<b>193,234</b>	<b>1,674</b>	
<b>Operating Expenses</b>							
Advertising	-	575	137	200	200	-	
Building Maintenance	-	-	-	-	-	-	
Consultants	-	-	-	-	-	-	
Dues & Subscriptions	4,455	5,531	5,337	5,555	5,555	-	
Professional Development/Training	60	569	817	1,580	2,830	1,250	
Supplies	777	875	808	1,500	1,500	-	
Travel	2,504	-	2,096	2,448	2,448	-	
Utilities	3,752	2,323	1,469	2,700	2,220	(480)	
Vehicles & Equipment	285	-	-	-	-	-	
Other Expenses	2,222	2,235	1,144	1,500	1,500	-	
<b>Subtotal Operating Expenses</b>	<b>14,055</b>	<b>12,108</b>	<b>11,807</b>	<b>15,483</b>	<b>16,253</b>	<b>770</b>	
<b>Total Expenses</b>	<b>186,278</b>	<b>206,109</b>	<b>194,179</b>	<b>207,043</b>	<b>209,487</b>	<b>2,444</b>	

**Division: Mayor's Office**  
**Department: Mayor's Office**  
**Department No: 121**  
**Salaries**

<i>Name</i>	<i>Position</i>	<i>Current Munis Object Code</i>	<i>Base Salary</i>	<i>Longevity</i>	<i>Education Stipends</i>	<i>Uniform</i>	<i>Other Stipends</i>	<i>Total Salary</i>
Kezer, Thatcher W III	Mayor	511110	80,000	-	-	-	-	80,000
Yim, Jennifer	Chief of Staff	511112	64,960	-	-	-	-	64,960
Heartquist, Allison	Executive Secretary	511150	48,274	-	-	-	-	48,274
<b>Total Personnel</b>			<b>193,234</b>	-	-	-	-	<b>193,234</b>



**Division: Mayor's Office**  
**Department: Mayor's Office**  
**Department No: 121**  
**Expenses**

<i>Description</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
<b>Advertising</b>						
Open Position/Bid Ads	530210	ad	1	200	200	
<b>Subtotal Advertising</b>					<b>200</b>	
<b>Building Maintenance</b>						
<b>Subtotal Building Maintenance</b>					-	
<b>Consultants</b>						
<b>Subtotal Consultant</b>					-	
<b>Dues &amp; Subscriptions</b>						
Weekly Newspaper	542310	annual	1	70	70	
New England StatNet	542310	annual	1	2,000	2,000	
Massachusetts Municipal Association Dues	542310	annual	1	2,500	2,500	
Massachusetts Municipal Management Association	542310	annual	1	135	135	
Mass Municipal Personnel Association	542310	annual	1	250	250	
International City Management Association Dues	542310	annual	1	600	600	
<b>Subtotal Dues &amp; Subscriptions</b>					<b>5,555</b>	
<b>Professional Development &amp; Training</b>						
Massachusetts Municipal Personnel Meetings	530311	month	12	35	420	
Massachusetts Municipal Association Conference	530311	entrance	2	400	800	
Massachusetts Management Association Mtgs.	530311	month	12	30	360	
International City Management Conference	530311	entrance	1	1,250	1,250	
<b>Subtotal Professional Development/Training</b>					<b>2,830</b>	
<b>Supplies</b>						
Office Supplies						
General Supplies	542020				1,500	
Custodial Supplies					-	
Food Supplies					-	
Other Supplies					-	
<b>Subtotal Supplies</b>					<b>1,500</b>	

Division: Mayor's Office  
 Department: Mayor's Office  
 Department No: 121  
 Expenses

<i>Description</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
<b>Travel (In and Out of State)</b>						
In State Travel, Conferences, MMA, Meetings	571964	miles	4,800	0.510	2,448	
<b>Subtotal Travel</b>					<b>2,448</b>	
<b>Utilities</b>						
Electricity					-	
Natural Gas					-	
Telephone						
Land Line (3) & Fax (1)	530220	month	12	185	2,220	
Other Utilities					-	
<b>Subtotal Utilities</b>					<b>2,220</b>	
<b>Vehicles &amp; Equipment</b>						
<b>Subtotal Vehicle &amp; Equipment</b>					-	
<b>Other Expenses</b>						
Town Report	530240		1	1,500	1,500	
<b>Subtotal Other Expenses</b>					<b>1,500</b>	

Division: Mayor's Office  
 Department: Legal  
 Department No: 151  
 Roll Up

	FY09 Actual	FY10 Actual	FY11 Actual	FY12 Approp	FY13 Request	Variance	Appropriation
<b>EXPENSES</b>							
<b>Personnel</b>							
Salaries	-	-	-	-	-	-	
Overtime	-	-	-	-	-	-	
Other Personnel Expenses	-	-	-	-	-	-	
<b>Subtotal Personnel</b>	-	-	-	-	-	-	
<b>Operating Expenses</b>							
General	52,883	75,125	51,029	59,500	59,500	-	
Litigation	89,482	29,945	20,428	26,350	26,350	-	
Labor	13,722	10,447	4,231	10,200	10,200	-	
Ordinance Review	-	-	-	4,250	4,250	-	
<b>Subtotal Operating Expenses</b>	<b>156,087</b>	<b>115,517</b>	<b>75,689</b>	<b>100,300</b>	<b>100,300</b>	-	
<b>Total Expenses</b>	<b>156,087</b>	<b>115,517</b>	<b>75,689</b>	<b>100,300</b>	<b>100,300</b>	-	

Division: Mayor's Office  
 Department: Legal  
 Department No: 151  
 Expenses

<i>Description</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
<b>Legal Services</b>						
General Government	530050	hours	350	170	59,500	
Litigation and Development	530055	hours	155	170	26,350	
Labor	530060	hours	60	170	10,200	
Ordinance Review	530065	hours	25	170	4,250	
<b>Subtotal Legal Services</b>					<b>100,300</b>	

Division: City Council/City Clerk  
Department: City Council  
Department No: 111  
Roll Up

	FY09 Actual	FY10 Actual	FY11 Actual	FY12 Approp	FY13 Request	Variance	Appropriation
<b>EXPENSES</b>							
<b>Personnel</b>							
Salaries	15,100	23,550	32,000	32,000	32,000	-	
Overtime	1,805	2,610	2,346	5,478	5,560	82	
Other Personnel Expenses	-	-	-	-	-	-	
<b>Subtotal Personnel</b>	<b>16,905</b>	<b>26,160</b>	<b>34,346</b>	<b>37,478</b>	<b>37,560</b>	<b>82</b>	
<b>Operating Expenses</b>							
Advertising	4,958	3,690	1,547	4,500	4,500	-	
Building Maintenance	-	-	-	-	-	-	
Consultants	40,000	40,000	43,500	43,500	43,500	-	
Dues & Subscriptions	-	-	-	-	-	-	
Professional Development/Training	1,581	687	774	2,088	2,088	-	
Supplies	178	750	2,835	621	621	-	
Travel	-	105	152	413	413	-	
Utilities	-	-	-	-	-	-	
Vehicles & Equipment	-	-	-	-	-	-	
Other Expenses	197	176	16	250	250	-	
<b>Subtotal Operating Expenses</b>	<b>46,914</b>	<b>45,408</b>	<b>48,824</b>	<b>51,372</b>	<b>51,372</b>	<b>-</b>	
<b>Total Expenses</b>	<b>63,819</b>	<b>71,568</b>	<b>83,170</b>	<b>88,850</b>	<b>88,932</b>	<b>82</b>	

**Division: City Council/City Clerk**  
**Department: City Council**  
**Department No: 111**  
**Salaries**

<i>Name</i>	<i>Position</i>	<i>Current Munis Object Code</i>	<i>Base Salary</i>	<i>Longevity</i>	<i>Education Stipends</i>	<i>Uniform</i>	<i>Other Stipends</i>	<i>Total Salary</i>
Robert Lavoie	District 4	512100	3,000	-	-	-		3,000
Scorzoni, Christian	District 2	512100	3,000	-	-	-		3,000
McClure, Donna	District 3	512100	3,000	-	-	-		3,000
Ferguson, Anne	At Large President	512100	4,000	-	-	-		4,000
Gilday, Robert	District 1	512100	3,000	-	-	-		3,000
Kitchin, BonniJo	Clerk to the Council	512100	-	-	-	-	4,000	4,000
Kelcourse, James	At Large	512100	3,000	-	-	-	-	3,000
McMilleon, Joseph	District 5	512100	3,000	-	-	-	-	3,000
Neale, Allen	At Large	512100	3,000	-	-	-	-	3,000
Kimball, Derek	District 6	512100	3,000	-	-	-	-	3,000
<b>Total Personnel</b>			<b>28,000</b>	-	-	-	<b>4,000</b>	<b>32,000</b>

Division: City Council/City Clerk  
 Department: City Council  
 Department No: 111  
 Other Personnel

<i>Overtime</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Hours</i>	<i>Hrly Rate (\$)</i>	<i>Total</i>	<i>Notes</i>
General		Hours			-	
Christine Reed	512100	Hours	72	42.84	3,084	
Sharon Dunning	512100	Hours	72	34.38	2,475	
Recall Overtime		Hours			-	
Training Overtime		Hours			-	
<b>Subtotal Overtime</b>					<b>5,560</b>	

<i>Other Personnel Expenses</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total</i>	<i>Notes</i>
Medical Expenses					-	
Tuition Reimbursement					-	
Training					-	
<b>Subtotal Overtime</b>					-	

Division: City Council/City Clerk  
 Department: City Council  
 Department No: 111  
 Expenses

<i>Description</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
<b>Advertising</b>						
Legal Notices	530210				4,500	
<b>Subtotal Advertising</b>					<b>4,500</b>	
<b>Building Maintenance</b>						
<b>Subtotal Building Maintenance</b>					-	
<b>Consultants - Auditng Services</b>						
Auditing Services	530010				42,000	
Municipal Code					1,500	
<b>Subtotal Consultant</b>					<b>43,500</b>	
<b>Dues &amp; Subscriptions</b>						
<b>Subtotal Dues &amp; Subscriptions</b>					-	
<b>Professional Development &amp; Training</b>						
Conference/MMA	530311		9	232	2,088	
<b>Subtotal Professional Development/Training</b>					<b>2,088</b>	
<b>Supplies</b>						
<i>Office Supplies</i>						
Audio Tapes	542020	each	10	5	50	
Sheet Protectors	542020	pkg	5	13	65	
File Folders	542020	box	3	20	60	
Municipal Council Envelopes	542020	box	2	88	176	
Business Cards	542020		9	30	270	
Custodial Supplies					-	
Food Supplies					-	
Other Supplies					-	
<b>Subtotal Supplies</b>					<b>621</b>	
<b>Travel (In and Out of State)</b>						
Travel to conferences, meetings	571964	mileage	810	0.51	413	
<b>Subtotal Travel</b>					<b>413</b>	



Division: City Council/City Clerk  
 Department: City Council  
 Department No: 111  
 Expenses

<i>Description</i>	<i>Current Munis Object</i>		<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
	<i>Code</i>						
<b>Utilities</b>							
<i>Subtotal Utilities</i>						-	
<b>Vehicles &amp; Equipment</b>							
<i>Subtotal Vehicle &amp; Equipment</i>						-	
<b>Other Expenses</b>							
Committee Expense	530100					250	
<i>Subtotal Other Expenses</i>						<b>250</b>	

Division: Municipal Council/Town Clerk  
Department: City Clerk  
Department No: 161  
Roll Up

	FY09 Actual	FY10 Actual	FY11 Actual	FY12 Approp	FY13 Request	Variance	Appropriation
<b>EXPENSES</b>							
<b>Personnel</b>							
Salaries	150,762	155,702	162,175	161,892	164,899	3,007	
Overtime	-	-	-	-	-	-	
Other Personnel Expenses	-	-	-	-	-	-	
<b>Subtotal Personnel</b>	<b>150,762</b>	<b>155,702</b>	<b>162,175</b>	<b>161,892</b>	<b>164,899</b>	<b>3,007</b>	
<b>Operating Expenses</b>							
Advertising	-	-	-	-	-	-	
Building Maintenance	-	-	-	-	-	-	
Consultants	-	-	-	-	-	-	
Dues & Subscriptions	205	260	150	400	400	-	
Professional Development/Training	694	301	729	850	850	-	
Supplies	948	1,492	1,567	1,661	1,686	25	
Travel	130	190	193	200	175	(25)	
Utilities	1,192	1,748	1,115	1,008	1,008	-	
Vehicles & Equipment	900	-	-	-	-	-	
Other Expenses	269	1,500	-	1,500	1,500	-	
<b>Subtotal Operating Expenses</b>	<b>4,338</b>	<b>5,491</b>	<b>3,754</b>	<b>5,619</b>	<b>5,619</b>	<b>-</b>	
<b>Total Expenses</b>	<b>155,100</b>	<b>161,193</b>	<b>165,929</b>	<b>167,511</b>	<b>170,518</b>	<b>3,007</b>	

Division: City Council/City Clerk  
 Department: City Clerk  
 Department No: 161  
 Salaries

<i>Name</i>	<i>Position</i>	<i>Current Munis Object Code</i>	<i>Base Salary</i>	<i>Longevity</i>	<i>Education Stipends</i>	<i>Uniform</i>	<i>Other Stipends</i>	<i>Total Salary</i>
Dunning, Sharon	Administrative Asst.	511158	40,299	1,410	-	-	-	41,710
Kitchin, Bonnijo	Town Clerk	511120	64,479	3,224	-	-	-	67,703
LaBatt, Margaret Ann	PT Records Assistant	512162	3,500	-	-	-	-	3,500
Reed, Christine	Asst. Town Clerk	511121	48,359	3,627	-	-	-	51,986
<b>Total Personnel</b>			<b>156,637</b>	<b>8,261</b>	-	-	-	<b>164,899</b>

Division: City Council/City Clerk  
Department: City Clerk  
Department No: 161

<i>Description</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
<b>Advertising</b>						
<i>Subtotal Advertising</i>					-	
<b>Building Maintenance</b>						
<i>Subtotal Building Maintenance</i>					-	
<b>Consultants</b>						
<i>Subtotal Consultant</i>					-	
<b>Dues &amp; Subscriptions</b>						
Massachusetts Town Clerks Association	542310	annual	1	100	100	
Massachusetts City Clerks Association	542310	annual	1	150	150	
North Shore City & Town Clerks Association	542310	annual	1	25	25	
New England Association of City & Town Clerks	542310	annual	1	25	25	
International Institute of Municipal Clerks	542310	annual	1	100	100	
<i>Subtotal Dues &amp; Subscriptions</i>					<b>400</b>	
<b>Professional Development &amp; Training</b>						
MCTCA Summer Conference (Re-Certification Credits)	530311	each	1	350	350	
MCTCA Winter (Re-Certification Credits)	530311	each	1	200	200	
NEACTC Conference (Certification Credits)	530311	each	1	300	300	
Quarterly NSCTCA Meetings	530311	quarterly			-	
<i>Subtotal Professional Development/Training</i>					<b>850</b>	
<b>Supplies</b>						
<i>Office Supplies</i>						
Bond Paper	542020	pkg	6	30	180	
File Folders	542020	box	3	20	60	
Permanent Markers	542020	pkg	2	15	30	
Pens	542020	pkg	2	8	16	
Vital Record Binders	542020	each	6	25	150	
Mylar Visu-u-lopes	542020	pkg	10	45	450	
Paper clips, calendars, post-its, staples, small mailers	542020				150	
Sheet Protectors	542020	pkg	3	13	39	

Division: City Council/City Clerk  
 Department: City Clerk  
 Department No: 161

<i>Description</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
Large Mailing envelopes	542020	box	2	25	50	
Food Supplies					-	
<i>Other Supplies</i>						
Town Clerk Envelopes 6.5 X 9.5	542030	box	8	10.5	84	
Town Clerk Envelopes #10	542030	box	3	84	252	
Dog Licenses	542030				225	
<b>Subtotal Supplies</b>					<b>1,686</b>	
<b>Travel (In and Out of State)</b>						
Travel to Summer Conference	571964	miles	0	0.51	75	
Travel to Winter Conference	571964	miles	0	0.51	50	
Travel to New England Conference	571964	miles	0	0.51	50	
<b>Subtotal Travel</b>					<b>175</b>	
<b>Utilities</b>						
Electricity					-	
Natural Gas					-	
Telephone	530220	month	12	84	1,008	
Other Utilities					-	
<b>Subtotal Utilities</b>					<b>1,008</b>	
<b>Vehicles &amp; Equipment</b>						
<b>Subtotal Vehicle &amp; Equipment</b>					-	
<b>Other Expenses</b>						
Parking Ticket Processing	530015				1,500	
<b>Subtotal Other Expenses</b>					<b>1,500</b>	

Division: City Council/City Clerk  
 Department: Elections  
 Department No: 162  
 Roll Up

	FY09 Actual	FY10 Actual	FY11 Actual	FY12 Approp	FY13 Request	Variance	Appropriation
<b>EXPENSES</b>							
<b>Personnel</b>							
Salaries	10,107	16,469	11,866	13,966	15,716	1,750	
Overtime	1,350	1500	1500	1,597	1,622	25	
Other Personnel Expenses	-	-	-	-	-	-	
<b>Subtotal Personnel</b>	<b>11,457</b>	<b>17,969</b>	<b>13,366</b>	<b>15,563</b>	<b>17,338</b>	<b>1,775</b>	
<b>Operating Expenses</b>							
Advertising	-	-	-	-	-	-	
Building Maintenance	-	-	-	-	-	-	
Consultants	-	-	-	-	-	-	
Dues & Subscriptions	-	-	-	-	-	-	
Professional Development/Training	200	25	150	150	150	-	
Supplies	4,322	3,251	3,378	4,376	4,876	500	
Travel	-	-	-	-	-	-	
Utilities	-	-	-	-	-	-	
Vehicles & Equipment	1,050	1,050	2,437	1,350	1,350	-	
Other Expenses	8,607	13,303	3,915	12,350	15,200	2,850	
<b>Subtotal Operating Expenses</b>	<b>14,179</b>	<b>17,629</b>	<b>9,879</b>	<b>18,226</b>	<b>21,576</b>	<b>3,350</b>	
<b>Total Expenses</b>	<b>25,636</b>	<b>35,598</b>	<b>23,246</b>	<b>33,789</b>	<b>38,914</b>	<b>5,125</b>	

**Division: City Council/City Clerk**  
**Department: Elections**  
**Department No: 162**  
**Salaries**

<i>Name</i>	<i>Position</i>	<i>Current Munis Object Code</i>	<i>Base Salary</i>	<i>Longevity</i>	<i>Education Stipends</i>	<i>Uniform</i>	<i>Other Stipends</i>	<i>Total Salary</i>
Croteau, William	Board of Registrar	512160	-	-	-	-	300	300
Gaudet, Robert	Board of Registrar	512160	-	-	-	-	300	300
Kitchin, Bonnijo	Board of Registrar	512160	-	-	-	-	400	400
Pare, Normand	Board of Registrar	512160	-	-	-	-	300	300
Poll Workers/ Census Help	Wardens	512162	-	-	-	-	2,500	2,500
Poll Workers/ Census Help	Clerks	512162	-	-	-	-	2,200	2,200
Poll Workers/ Census Help	Poll Workers	512162	-	-	-	-	8,000	8,000
Poll Workers/ Census Help	Tabulators	512162	-	-	-	-	216	216
Poll Workers/ Census Help	General	512162	-	-	-	-	1,500	1,500
<b>Total Personnel</b>			-	-	-	-	<b>15,716</b>	<b>15,716</b>

Division: City Council/City Clerk  
 Department: Elections  
 Department No: 162  
 Other Personnel

<b>Overtime</b>	<b>Current Munis Object Code</b>	<b>Unit Type</b>	<b># of Hours</b>	<b>Hrly Rate (\$)</b>	<b>Total</b>	<b>Notes</b>
General		Hours			-	
Christine Reed	512162	Hours	21	42.84	900	
Sharon Dunning	512162	Hours	21	34.38	722	
Recall Overtime		Hours			-	
Training Overtime		Hours			-	
<b>Subtotal Overtime</b>					<b>1,622</b>	

<b>Other Personnel Expenses</b>	<b>Current Munis Object Code</b>	<b>Unit Type</b>	<b># of Units</b>	<b>Unit Cost</b>	<b>Total</b>	<b>Notes</b>
Medical Expenses					-	
Tuition Reimbursement					-	
Training					-	
<b>Subtotal Overtime</b>					-	



Division: City Council/City Clerk  
 Department: Elections  
 Department No: 162  
 Expenses

<i>Description</i>	<i>Current Munis</i>		<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
	<i>Object Code</i>	<i>Unit Type</i>				
<b>Advertising</b>						
<i>Subtotal Advertising</i>					-	
<b>Building Maintenance</b>						
<i>Subtotal Building Maintenance</i>					-	
<b>Consultants</b>						
<i>Subtotal Consultant</i>					-	
<b>Dues &amp; Subscriptions</b>						
<i>Subtotal Dues &amp; Subscriptions</i>					-	
<b>Professional Development &amp; Training</b>						
Registration for October Conference	530311	each	1	50	50	
Registration for June Conference	530311	each	1	50	50	
Registration for New England Conference	530311	each	1	50	50	
<i>Subtotal Professional Development/Training</i>					150	
<b>Supplies</b>						
<i>Office Supplies</i>						
Voting Supplies	524263		1	1,500	1,500	
File Folders	542020	box	3	20	60	
Pens	542020	pkg	2	8	16	
Census/ voter notification Postage	530200		1	2,500	3,000	increase in postage & notifications
Custodial Supplies					-	
<i>Food Supplies</i>						
Pizza, coffee, water, donuts	542162		2	150	300	
Other Supplies					-	
<i>Subtotal Supplies</i>					4,876	
<b>Travel (In and Out of State)</b>						
<i>Subtotal Travel</i>					-	
<b>Utilities</b>						
<i>Subtotal Utilities</i>					-	

Division: City Council/City Clerk  
 Department: Elections  
 Department No: 162  
 Expenses

<i>Description</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
<b>Vehicles &amp; Equipment</b>						
Office Equipment Purchases (Under \$5,000)					-	
Office Equipment Maintenance						
Voting Machine Maintenance	524262	contract	1	1,200	1,200	0
Vehicle Maintenance (include nonfuel consumables i.e. oil, filters)					-	
Vehicle Fuel					-	
Other Equipment			6	25	150	batteries for voting machines
<b>Subtotal Vehicle &amp; Equipment</b>					<b>1,350</b>	
<b>Other Expenses</b>						
MGL Books,updates	530230				1,100	
Printing ballots/coding of memory cards/ notices to voters	530230				11,000	increase due to mandated mailings for non respondents to census/ inactivation of voters and deletion of voters
List of Residents	530230				1,500	
Census Forms	530230				1,600	
<b>Subtotal Other Expenses</b>					<b>15,200</b>	

**Division: Fire**  
**Department: Fire**  
**Department No: 220**  
**Roll Up**

	<b>FY09 Actual</b>	<b>FY10 Actual</b>	<b>FY11 Actual</b>	<b>FY12 Approp</b>	<b>FY13 Request</b>	<b>Variance</b>	<b>Appropriation</b>
<b>EXPENSES</b>							
<b>Personnel</b>							
Salaries	1,909,266	1,904,994	1,954,450	2,043,608	2,047,652	4,044	
Overtime	371,472	451,185	420,140	365,079	429,975	64,896	
Other Personnel Expenses	15,044	11,963	17,257	15,000	30,000	15,000	
<b>Subtotal Personnel</b>	<b>2,295,782</b>	<b>2,368,142</b>	<b>2,391,847</b>	<b>2,423,687</b>	<b>2,507,627</b>	<b>83,940</b>	
<b>Operating Expenses</b>							
Advertising	-	-	-	-	-	-	
Building Maintenance	11,461	6,715	6,696	3,500	11,550	8,050	
Consultants	-	-	-	-	-	-	
Dues & Subscriptions	3,949	4,251	2,333	4,990	5,690	700	
Professional Development/Training	5,396	9,977	6,745	2,500	2,500	-	
Supplies	63,910	174,777	102,722	90,900	97,150	6,250	
Travel	-	-	-	-	-	-	
Utilities	23,625	21,935	26,963	37,560	51,360	13,800	
Vehicles & Equipment	110,983	135,674	120,201	218,968	246,440	27,472	
Other Expenses	530	7,187	352	4,448	12,448	8,000	
<b>Subtotal Operating Expenses</b>	<b>219,854</b>	<b>360,516</b>	<b>266,012</b>	<b>362,866</b>	<b>427,138</b>	<b>64,272</b>	
<b>Total Expenses</b>	<b>2,515,636</b>	<b>2,728,658</b>	<b>2,657,859</b>	<b>2,786,553</b>	<b>2,934,765</b>	<b>148,212</b>	

**Notes:**

**Division: Fire**  
**Department: Fire**  
**Department No: 220**  
**Salaries**

Name	Position	Current Munis Object	Base Salary	Longevity	Education Stipends	Uniform	Other Stipends	Holiday	Total Salary
		Code							
Bateman, James D.	Firefighter/Paramedic	511220	49,725	1,244	-	1,500	5,000	2,696	60,165
Bean, Jeremy	Firefighter/Paramedic	511220	47,359	-	1,350	1,500	5,000	2,200	57,409
Bell Michael	Firefighter/Paramedic	511220	45,105	-	-	1,500	5,000	2,561	54,166
Brickett, Jonathan R.	Fire Chief/Paramedic	511120	113,478	11,347	1,350	2,000	5,000	6,362	139,537
Bruno, Mark	Firefighter/Paramedic	511220	49,725	1,244	1,350	1,500	5,000	2,696	61,515
Burke, Michael	Firefighter/Paramedic	511220	49,725	1,244	-	1,500	5,000	2,696	60,165
Calderwood, Todd R.	Firefighter/EMT	511220	49,725	1,244	1,350	1,500	-	2,696	56,515
Clark, Jamie A.	Firefighter/Fire Alarm Sup	512220	49,725	1,244	-	1,500	13,000	3,633	69,102
Cloutier, Scott D.	Lieutenant	511224	58,671	1,467	-	1,525	-	3,181	64,844
Condelli Darcie	Firefighter/Paramedic	511220	49,725	-	1,350	1,500	5,000	2,696	60,271
Deguio, Craig	Lieutenant	511224	58,671	2,934	-	1,525	-	3,181	66,311
Deputy Director EMA	Emergency Management	511220	5,000	-	-	-	-	-	5,000
Devlin, Karen J.	Admin. Assistant	511203	56,513	-	-	-	-	-	56,513
Director EMA	Emergency Management	511220	13,500	-	-	-	-	-	13,500
Dixon, Brian S.	Firefighter/EMT	511220	49,725	4,972	-	1,500	-	2,826	59,023
Fournier, Glenn A.	Asst. Chief	511228	72,000	10,800	1,350	2,000	-	3,794	89,944
Fowler, Jeremiah	Firefighter/Paramedic	511220	45,103	-	-	1,500	5,000	2,384	53,987
Fredette, Robert Jr	Firefighter/EMT	511220	49,725	7,458	-	1,500	-	3,024	61,707
Haynes, Timothy	Lieutenant/Paramedic	511224	58,671	1,466	1,350	1,525	5,000	3,181	71,193
Kane, John E.	Firefighter/Paramedic	511220	49,725	1,244	1,350	1,500	5,000	2,696	61,515
Kukene, James	Lieutenant	511224	58,671	8,800	1,350	1,525	-	3,568	73,914
Mason, Steven S.	Firefighter/EMT/Mechanic	512220	49,725	2,486	-	1,500	14,200	2,762	70,673
Mather, David B.	Deputy/ EMS & Training	512228	68,000	1,700	1,350	2,000	5,000	3,686	81,736
McGregor, Iain	Firefighter/Paramedic	511220	49,725	1,244	1,350	1,500	5,000	2,696	61,515
Moran, Brian W.	Firefighter/Paramedic	511220	49,725	1,244	-	1,500	5,000	2,696	60,165
Morrill, Gerard	Firefighter/EMT	512220	49,725	4,972	-	1,500	-	2,892	59,089
Mullaley, Thomas	Firefighter/EMT	511220	49,725	2,486	-	1,500	-	2,761	56,472
Nolan, James M.	Firefighter/EMT	511220	49,725	2,486	-	1,500	-	2,761	56,472
Replace Mather, David	Firefighter/Paramedic	511220	41,900	-	-	-	5,000	2,137	49,037
Shellene, Richard P.	Firefighter/Paramedic	511220	49,725	1,244	1,350	1,500	5,000	2,696	61,515
Vacant	Firefighter/Paramedic	511220	41,900	-	1,350	1,500	-	2,137	46,887
Vacant	Firefighter/Paramedic	511220	41,900	-	1,350	1,500	-	2,137	46,887
Vacant	Firefighter/Paramedic	511220	41,900	-	1,350	1,500	-	2,137	46,887
Vacant	Firefighter/Paramedic	511220	-	-	-	-	-	-	-
York, Ryan L.	Firefighter/EMT	511220	49,725	100	-	1,500	-	2,696	54,021
<b>Total Personnel</b>			<b>1,713,667</b>	<b>74,670</b>	<b>20,250</b>	<b>46,600</b>	<b>102,200</b>	<b>90,265</b>	<b>2,047,652</b>

Division: Fire  
 Department: Fire  
 Department No: 220  
 Other Personnel

<i>Overtime</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Hours</i>	<i>Hrly Rate (\$)</i>	<i>Total</i>	<i>Notes</i>
General	513100	Hours	1,600	39.00	62,400	Fire, Haz Mat, Mut Aid
Ambulance Overtime	513101	Hours	5,000	39.00	195,000	
Ambulance Certification Training	513102	Hours	504	39.00	20,046	Blendid Refresher Program
Ambulance Training Overtime	513102	Hours	168	39.00	6,552	M&M Rounds Paramedic
Shift coverage - sick	513150	Hours	1,993	39.00	77,727	Represents 100 / Firefighter
Shift coverage - injury	513151	Hours	750	39.00	29,250	27 Hours / Firefighter
Personal hours	514217	Hours	1,000	39.00	39,000	25 Hours / Firefighter
<b>Subtotal Overtime</b>					<b>429,975</b>	

<i>Other Personnel Expenses</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total</i>	<i>Notes</i>
Sick Leave Buy Out	517910		2	15,000	30,000	Lt. James Kukene; Firefighter Robert Fredette
<b>Subtotal Overtime</b>					<b>30,000</b>	

Division: Fire  
Department: Fire  
Department No: 220  
Expenses

<i>Description</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
<b>Advertising</b>						
<i>Subtotal Advertising</i>					-	
<b>Building Maintenance</b>						
<i>Repairs</i>						
Routine building repairs	524005	Annual			2,000	
Duct Work Cleaning School Street	524005	semi annual	2	650	1,300	Required Cleaning of Duct HVAC
Plumbing Maintenance	524005	Annual			1,000	
Miscellaneous Electrical repairs	524005	Annual			1,000	Electrical Prevailing wage
Exterior and Interior Security man doors	524005				2,500	Door replacement security
Other Annual Maintenance	524005	Annual			250	Replace Basement Pump System
<i>Other</i>						
Heat/AC Maintenance Agreement	524005	Annual			3,500	HVAC Maintenance Agreement HQ
<i>Subtotal Building Maintenance</i>					<b>11,550</b>	
<b>Consultants</b>						
<i>Subtotal Consultants</i>					-	
<b>Dues &amp; Subscriptions</b>						
Essex County Chiefs Association , FCAM, IAFC	542310	person	1	1,600	1,600	
Essex County Chiefs Regional Mutual Aid Dispatch Assessment	542310	person			-	
Maintenance Agreement NFPA Codes Computer Program Disk	542310	annual	1	1,750	1,750	
NFPA-National Fire Protection Association	542310	person	2	150	300	
Trade Magazines	542310	person	1	-	-	
Mechanic Monthly service Meeting / Yearly Dues	524310	Month	12	45	540	
Seacoast Chief Fire Officer Association	542310	person	3	500	1,500	
<i>Subtotal Dues &amp; Subscriptions</i>					<b>5,690</b>	
<b>Professional Development &amp; Training</b>						
Sub-Contracted Training EMS PALS, ACLS	530321	hour			2,500	
<i>Subtotal Professional Development/Training</i>					<b>2,500</b>	
<b>Supplies</b>						
<i>Office Supplies</i>						
General Office Supplies clips, etc	542220	annual			2,800	
Stationary Supplies ie. Letterhead & Envelopes Dept Forms	542220	annual			4,000	
Printing costs for special permit forms	542220	annual			1,700	

**Division: Fire**  
**Department: Fire**  
**Department No: 220**  
**Expenses**

<i>Description</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
<i>Custodial Supplies</i>						
Paper Towels/Toilet Paper	545005	annual			3,500	
Cleaner and soaps, etc.	545005	annual			1,750	
<i>Fire Supplies</i>						
Fire House Dispatch Service Agreement	542220		8	600	5,600	
Fire Extinguisher Annual Maintenance	542220	annual			800	
Haz-Mat Supplies	542220	annual			1,500	
Fire Hose as needed	542220	annual			-	
Fire Hand Tool replacement	542220				2,000	
Hand Lights	542220				1,000	
Food Supplies					3,000	
<i>Other Supplies</i>						
Medical Supplies	542224	annual			64,000	
Annual Service Agreement for the Defibrillators	542224	annual			5,500	
<b>Subtotal Supplies</b>					<b>97,150</b>	
<b>Travel</b>						
<b>Subtotal Travel</b>					-	
<b>Utilities</b>						
Electricity	521001	month	12	2,300	27,600	
Natural Gas	521020	month	12	1,600	19,200	
<i>Telephones</i>						
Monthly fixed cost for E911 line	530220	month	12	35	420	
Other Monthly charges for local and long distance	530220	month	12	235	2,820	
Cell Phones (2)	530220	month	12	110	1,320	
<b>Subtotal Utilities</b>					<b>51,360</b>	
<b>Vehicles &amp; Equipment</b>						
<i>Office Equipment Maintenance</i>						
Linen & Regular towels	545005	annual			-	
Copier/Printer Lease	542220	month	24	196	4,704	Fire EMA
Copier Service Contract	542220	Per 1/4	8	319	2,552	Fire EMA
<i>Maintain Fire Vehicles</i>						
Annual Ladder test w/ground ladders	524322	annual			2,000	
Annual Ladder Truck Ariel & Chassis Service	524322	annual			8,000	
Annual Maintenance on Pumpers	524322	annual	3	400	1,200	
Annual Fire Pump Test on 3 Pumps	524322	annual	2	325	975	

**Division: Fire**  
**Department: Fire**  
**Department No: 220**  
**Expenses**

<i>Description</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
Tire Replacement	524322	annual	8	1,100	8,800	
Routine Vehicle Maintenance and Repairs	524322	annual			7,000	
Vehicle Inspections	524322	annual			745	
Annual Lube/Oil Service for all vehicles	524322	annual			9,000	
Body and Paint repairs	524322				4,500	
Tool replacement/Upgrade Mechanics tools	524322				1,000	
New Pumper Lease Purchase	587100	annual			83,000	
Vehicle Lease Purchase Command Asst Chief & Chief Car	587100	annual			15,221	Command vehicles
Stock Parts	524322				4,000	
<i>Maintain Ambulance Vehicles</i>						
Routine & Emergency repairs	524323				10,000	
FDA Licensing for Medications	524323	annual	3	300	900	
Licensing through the States of MA and NH	524323	annual	3	2,000	6,000	
<i>Maintain Fire Alarm</i>						
Replace outside cable, repair city owned Master Boxes and	524425					
Maintain City owned Fire Alarm devices	524425				1,000	
Annual Inspection Certification of Bucket Truck & maintenance	524425				700	
Certification Requirements	524425	annual			1,200	
<i>Vehicle Fuel</i>						
Diesel	548000	gallons	7350	3.75	27,563	
Gasoline & Oil	548000	gallons	5000	3.40	17,000	
<i>Equipment for Firefighters</i>						
Replace turnout gear	542225	each	8	2,100	16,800	Fire EMA
Replace protective hoods	542225	each	28	35	980	Fire EMA
Replace gloves	542225	each	20	65	1,300	Fire EMA
Helmets	542225	each	4	525	2,100	Fire EMA
Replacement Boots	542225	each	5	500	2,500	Fire EMA
Fire Patches, Rank	542225		100	5	500	
<i>Radio Equipment Maintenance</i>						
Annual Maintenance Agreement with Motorola	524220	annual	1	2,500	2,500	
Verizon Phone lines for radios	524220	line	2	1,350	2,700	
<b>Vehicles &amp; Equipment Subtotal</b>					<b>246,440</b>	
<b>Other Expenses</b>						
<i>Maintain SCBA &amp; Compressor</i>						
Annual Service Posicheck						
Annual service on compressor	524220				1,250	
<i>Fire Prevention</i>						



Division: Fire  
 Department: Fire  
 Department No: 220  
 Expenses

<i>Description</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
Annual Updates to Codes, Standards & Laws MGL148/ CMR	542221	annual			500	
Mandatory training seminars	542221	annual			1,998	
National Fire Academy (Fire Prevention)	542221				-	
Fire Prevention meetings	542221	month	12	-	600	
Fire Prevention Dues	542221	annual	2	-	600	
<b>Code Red</b>		annual	1	7,500	7,500	
<b>Subtotal Other Expenses</b>					<b>12,448</b>	

Division: Fire  
Department: Emergency Management  
Department No: 291  
Roll Up

	FY09 Actual	FY10 Actual	FY11 Actual	FY12 Approp	FY13 Request	Variance	Appropriation
<b>EXPENSES</b>							
<b>Personnel</b>							
Salaries	7,500	7,292	7,500	7,500	-	(7,500)	
Overtime	-	-	-	-	-	-	
Other Personnel Expenses	-	-	-	-	-	-	
<b>Subtotal Personnel</b>	<b>7,500</b>	<b>7,292</b>	<b>7,500</b>	<b>7,500</b>	<b>-</b>	<b>(7,500)</b>	
<b>Operating Expenses</b>							
Advertising	-	-	-	-	-	-	
Building Maintenance	83	80	96	100	-	(100)	
Consultants	-	-	-	-	-	-	
Dues & Subscriptions	-	-	-	-	-	-	
Professional Development/Training	-	-	229	250	-	(250)	
Supplies	1,157	1,490	1,182	1,650	-	(1,650)	
Travel	-	-	-	-	-	-	
Utilities	2,374	1,829	1,318	2,120	-	(2,120)	
Vehicles & Equipment	7,561	10,387	14,161	8,417	-	(8,417)	
Other Expenses	-	-	-	7,500	-	(7,500)	CodeRed Expense
<b>Subtotal Operating Expenses</b>	<b>11,175</b>	<b>13,786</b>	<b>16,986</b>	<b>20,037</b>	<b>-</b>	<b>(20,037)</b>	
<b>Total Expenses</b>	<b>18,675</b>	<b>21,078</b>	<b>24,486</b>	<b>27,537</b>	<b>-</b>	<b>(27,537)</b>	

Notes:  
Emergency Mangement cost center rolled into Fire Department

Division: Fire  
 Department: Emergency Management  
 Department No: 291  
 Salaries

<i>Name</i>	<i>Position</i>	<i>Current Munis Object Code</i>	<i>Base Salary</i>	<i>Longevity</i>	<i>Education Stipends</i>	<i>Uniform</i>	<i>Other Stipends</i>	<i>Total Salary</i>
Roberts, Shawn	Deputy Director	512228	2,500	-	-	-	-	-
Swenson, Donald	Director	512140	5,000	-	-	-	-	-
<b>Total Personnel</b>			<b>7,500</b>	-	-	-	-	-

Division: Fire  
 Department: Emergency Management  
 Department No: 291

<i>Description</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
<b>Advertising</b>						
<i>Subtotal Advertising</i>					-	
<b>Building Maintenance</b>						
Maintenance supplies	524005				-	
<i>Subtotal Building Maintenance</i>					-	
<b>Consultants</b>						
<i>Subtotal Consultant</i>					-	
<b>Dues &amp; Subscriptions</b>						
<i>Subtotal Dues &amp; Subscriptions</i>					-	
<b>Professional Development &amp; Training</b>						
CPR, First Responder Training	514216				-	
<i>Subtotal Professional Development/Training</i>					-	
<b>Supplies</b>						
<i>Office Supplies</i>						
Pens,paper,other supplies	542020				-	
<i>Custodial Supplies</i>						
Paper Goods	545005				-	
<i>Food Supplies</i>						
Emergency events, trainings	542212				-	
<i>Other Supplies</i>						
First Responder equipment (vests, shirts, etc)	542215				-	
<i>Subtotal Supplies</i>					-	
<b>Travel (In and Out of State)</b>						
Travel expense to State meetings	570010	Miles		0.51	-	
<i>Subtotal Travel</i>					-	
<b>Utilities</b>						

Division: Fire  
 Department: Emergency Management  
 Department No: 291

<i>Description</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
Electricity					-	
Natural Gas					-	
<i>Telephone</i>						
Yearly Maintenance EOC phone service	530220	month			-	
Land lines (2)	530220	month	0	120	-	
Verizon wireless card for Mobile Command Unit	530220	month	0	50	-	
Other Utilities					-	
<b><i>Subtotal Utilities</i></b>					-	
<b>Vehicles &amp; Equipment</b>						
Office Equipment Purchases (Under \$5,000)						
<i>Office Equipment Maintenance</i>						
Copier Maintenance	524205		0	175	-	
<i>Vehicle Maintenance (include nonfuel consumables i.e. oil, filters)</i>						
Oil & filters Labor for changes	524300	each	0	50	-	
State Inspections	524300	each			-	
Labor for other repairs	524300	each			-	
Vehicle Repair Supplies(automotive parts)	548010				-	
<i>Vehicle Fuel</i>						
Diesel		Gallons	0	3.5	-	
Gasoline	548000	Gallons	0	3.25	-	
<i>Other Equipment</i>						
Communications (mobile, portables)	524220				-	
Generators (repairs, filters, maintenance)	524250				-	
<b><i>Subtotal Vehicle &amp; Equipment</i></b>					-	
<b>Other Expenses</b>						
Code Red Notification System	524220				-	CodeRed Expense
<b><i>Subtotal Other Expenses</i></b>					-	

Division: Police  
 Department: Police  
 Department No: 210  
 Roll Up

	FY09 Actual	FY10 Actual	FY11 Actual	FY12 Approp	FY13 Request	Variance	Appropriation
<b>EXPENSES</b>							
<b>Personnel</b>							
Salaries	2,514,726	2,634,137	2,453,754	2,558,022	2,645,184	87,162	
Overtime	339,376	345,458	353,326	344,790	344,790	-	
Other Personnel Expenses	1,708	306,757	58,184	87,296	92,096	4,800	
<b>Subtotal Personnel</b>	<b>2,855,810</b>	<b>3,286,352</b>	<b>2,865,264</b>	<b>2,990,108</b>	<b>3,082,070</b>	<b>91,962</b>	
<b>Operating Expenses</b>							
Advertising	-	-	-	-	-	-	
Building Maintenance	34,414	23,744	39,446	22,313	27,438	5,125	
Consultants	-	-	-	-	-	-	
Dues & Subscriptions	8,955	9,388	9,551	12,040	12,290	250	
Professional Development/Training	7,841	9,501	1,670	8,000	6,700	(1,300)	
Supplies	30,378	27,844	32,533	27,740	27,920	180	
Travel	2,494	6,453	39	-	-	-	
Utilities	38,307	33,898	39,176	31,860	31,272	(588)	
Vehicles & Equipment	186,274	189,965	207,938	207,480	211,080	3,600	
Other Expenses	4,104	11,425	13,848	3,700	3,700	-	
<b>Subtotal Operating Expenses</b>	<b>312,767</b>	<b>312,218</b>	<b>344,201</b>	<b>313,133</b>	<b>320,400</b>	<b>7,267</b>	
<b>Total Expenses</b>	<b>3,168,577</b>	<b>3,598,570</b>	<b>3,209,465</b>	<b>3,303,241</b>	<b>3,402,470</b>	<b>99,229</b>	

Notes:

Division: Police  
Department: Police  
Department No: 210  
Salaries

		Current Munis Object Code	Base Salary	Shift Differential	Longevity	Education Stipends	Uniform	Other Stipends	Holiday	Total Salary
Name	Position									
Bailey, Craig J.	Sergeant	511212	61,752	2,438	2,399	16,655	1,500	150	4,696	89,590
Bybee, Larry E.	Police Officer	511210	53,709	-	1,880	11,118	1,500	150	3,763	72,120
Cavanaugh, George T.	Police Officer	511210	53,709	-	8,056	12,353	1,500	150	4,181	79,949
Champagne, Dennis A.	Police Officer	511210	53,709	1,950	1,948	5,760	1,500	150	3,630	68,647
Chaput, Glenn A.	Sergeant	511212	61,752	1,950	6,370	14,014	1,500	150	4,743	90,479
Chatigny, Albert R.	Sergeant	511212	63,378	-	9,507	14,577	1,500	150	4,934	94,046
Chatigny, Robert L.	Police Officer	511210	53,709	-	8,056	12,353	1,500	150	4,181	79,949
Clark, David L.	Police Officer	511210	53,709	1,950	1,948	-	1,500	150	3,250	62,507
Cunningham, Matthew C.	Police Officer	511210	53,709	2,438	1,965	11,622	1,500	150	3,934	75,318
Donovan, Kevin F.	Sergeant	511212	63,378	1,950	2,455	16,947	1,500	150	4,780	91,160
Fournier, Ronald F.	Firearms Licensing	512216	24,242	-	-	-	-	-	-	24,242
Gagnon, Mark D.	Chief of Police	511214	160,631	-	-	-	-	-	-	160,631
Guilmette, Ronald G.	Police Officer	511210	53,709	2,438	-	-	1,500	150	3,167	60,964
Hanshaw, Thomas G.	Police Officer	511210	53,709	-	4,622	5,833	1,500	150	3,619	69,433
Kooken, Jason E.	Police Officer	511210	53,709	832	1,909	11,290	1,500	150	3,821	73,211
Landry, Raymond R.	Police Officer	511210	53,709	1,950	1,948	14,402	1,500	150	4,062	77,721
Leary, Sean M.	Police Officer	511210	53,709	-	2,685	14,099	1,500	150	3,977	76,120
Lesage, Craig A.	Police Officer	511210	53,709	1,950	-	-	1,500	150	3,139	60,448
Milone, Janet	Admnin. Assistant	511170	55,422	-	2,771	-	675	-	-	58,668
Mulrenin, Kevin P.	Police Officer	511210	53,709	832	2,727	11,454	1,500	150	3,877	74,249
Nichols, Thomas C.	Police Officer	511210	53,709	1,950	2,076	11,547	1,500	150	3,908	74,840
Noyes, David P.	Police Officer	511210	53,709	1,950	1,948	11,521	1,500	150	3,900	74,678
Ouellet, Kevin J.	Lieutenant/Executive Officer	511212	131,127	-	-	-	-	-	-	131,127
Pare, David S.	Police Officer	511210	53,709	975	5,468	12,031	1,500	150	4,072	77,905
Poulin, Richard A.	Sergeant	511212	58,921	2,438	6,136	6,750	1,500	150	4,188	80,083
Purvis, Michael J.	Police Officer	511210	53,709	2,438	1,965	14,528	1,500	150	4,098	78,388
Reed, Kerri	Police Prosecutor	511219	57,362	-	2,008	-	675	-	-	60,045
Reed, Steven G.	Police Officer	511210	53,709	1,950	1,948	-	1,500	150	3,250	62,507
Scholtz, William A.	Sergeant	511212	63,378	-	3,169	13,310	1,500	150	4,505	86,012
Sciacca, Charles W.	Police Officer	511210	53,709	2,438	-	11,229	1,500	150	3,801	72,827
Vacant	Police Officer	511210	53,709	975	-	-	1,500	150	3,085	59,419
Vacant	Police Officer	511210	-	-	-	-	-	-	-	-
Ward, Kevin M.	Police Officer	511210	53,709	-	5,371	-	1,500	150	3,333	64,063
Wile, Robert F.	Police Officer	511210	53,709	975	2,734	11,484	1,500	150	3,887	74,439
Worthen, Jeffery P.	Lieutenant	511212	109,200	-	-	-	-	-	-	109,200
Total Personnel			2,092,141	36,767	94,069	264,877	43,350	4,200	109,781	2,645,184

Division: Police  
Department: Police  
Department No: 210  
Other Personnel

<i>Overtime</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Hours</i>	<i>Hrly Rate (\$)</i>	<i>Total</i>	<i>Notes</i>
General	513100	hours	1,945	54.00	105,030	Shift extensions, continuing investigations, special events & community projects. Limited to 5.3 hrs per day.
Sick leave coverage	513150	hours	855	54.00	46,170	Coverage for officers out sick. Allows for 16.4 hrs per week.
Court Time	513210	hours	780	54.00	42,120	District court, superior court, juvenile court, grand jury. Limited all court to 5 appearances per week at 3 hrs.
Recall	513250	hours	532	54.00	28,728	Crime scene forensics, photos, prints, accident reconstruction, arson, sexual assault, K-9, grant matching. Allows for only 10.2 hrs per week.
Training	513500	hours	390	54.00	21,060	Still reduced by more than 45% from previous years.
Vacation Coverage Police	514218	hours	1,883	54.00	101,682	Vacation only funded at 37% of full coverage as there are 5096 hrs of contractual vacation for Patrolman/Sergeants. Remaining 63% is covered by reduction in manning, shift extensions or denial of time off.
<b>Subtotal Overtime</b>					<b>344,790</b>	

<i>Other Personnel Expenses</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total</i>	<i>Notes</i>
Medical Expenses	519420	annual	1	3,000.00	3,000	FY11 medical costs \$6,998, FY12 medical costs \$4,384.
Reserve Officers	512210	Hrs	1,757	28.00	49,196	Allows for 4.8 Reserve hrs per day including field training.
Unused Sick Time Buyback Per Contract	517910	person	2	15,000	30,000	Two retirements anticipated in FY13.
Reserve Officer Clothing Allowance	517010	person	8	750	6,000	Five current sworn reserves, two new reserve hires.
Department Obligations - Uniform	517010	person	39	100	3,900	Uniform and equipment contractual obligations.
<b>Subtotal Overtime</b>					<b>92,096</b>	



**Division: Police**  
**Department: Police**  
**Department No: 210**  
**Expenses**

<i>Description</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
<b>Advertising</b>						
<b>Subtotal Advertising</b>					-	
<b>Building Maintenance</b>						
<i>Materials</i>					-	
<i>Repairs</i>					-	
Electrical	524005	hours	16	83	1,328	
Plumbing	524005	hours	16	85	1,360	
Heating / Cooling	524005	hours	16	85	1,360	
Carpentry / Painting	524005	hours	80	45	3,600	
Masonry / Sealing	524005		-	-	-	Under CIP building envelope
<i>Other</i>						
Cleaning Service	524005	weekly	52	350.00	18,200	
Emergency Generator - Maintenance contract and load bank test.	524005	annual	1	1,250	1,250	
Emergency Generator Fuel	524005	gallon	100	3.40	340	
<b>Subtotal Building Maintenance</b>					27,438	
<b>Consultants</b>						
<b>Subtotal Consultants</b>					-	
<b>Dues &amp; Subscriptions</b>						
IACP Chief & Lt.	542310	annual	2	120	240	
Massachusetts Chiefs of Police Association - Chief & Lt.	542310	annual	1	700	700	
Essex County Chief's Association - Chief & Lt.	542310	annual	2	350	700	
New England States Police Information Network	542310	annual	1	100	100	
North Eastern Massachusetts Law Enforcement Council (NEMLEC)	542310	annual	1	4,450	4,450	Joined February 2011 - Replaces SWAT, RRT, etc.
Massachusetts Legal Defense Fund - Chief & Lts.	542310	annual	3	250	750	
Department certifications - Accreditation	542310	annual	1	1,050	1,050	
West law, legal bulletins, prosecutor's guide, Mass. Practice	542310	annual	1	2,500	2,500	
Greater Boston Police Council - BAPERN	542310	annual	1	1,100	1,100	
Memberships in Mass/National Associations	542310	annual	10	70	700	Arson, Crime Scene, Photo, Armorer.
<b>Subtotal Dues &amp; Subscriptions</b>					12,290	
<b>Professional Development &amp; Training</b>						
Police Reserve Academy fee (New Reserves)	530310	single	3	1,200	3,600	Academy Fee only
Police Full Time Academy fees	530310	single			-	

**Division: Police**  
**Department: Police**  
**Department No: 210**  
**Expenses**

<i>Description</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
Tuition for specialized training	530310	course			-	
Boston Police K9 Certification	530310	single	1	500	500	
Command training for new supervisors (IACP 3 week course)	530310	employee	2	1,300	2,600	
<b>Subtotal Professional Development/Training</b>					<b>6,700</b>	
<b>Supplies</b>						
<i>Office Supplies</i>						
Computer/copy paper & labels	542020	department	1	2,850	2,850	
Booking room supplies, ink pads, gloves, blankets	542020	department	1	1,600	1,600	
Toner kits	542020	single	16	180	2,880	
Ink cartridges	542020	single	18	145	2,610	
Disks, CD, pens,files,staples, general office supplies	542020	department	12	300	3,600	
<i>Custodial Supplies</i>						
Custodial supplies	545005	month	12	125	1,500	
<i>Food Supplies</i>						
Food for prisoners held overnight	542212	month	12	70	840	
Food for guests at community events and training at PD	542212	month	12	70	840	
<i>Other Supplies</i>						
Police supplies	542210	department	1	2,800	2,800	
Portable radio batteries	542210	single	40	40	1,600	
Flashlight batteries - nickel cadium	542210	single	40	30	1,200	Contractural obligation.
Ammunition - qualification & simmunition	542210	boxes	100	26	2,600	Ammunition, targets, safety equipment, range supplies.
Crime Scene supplies/Identi-kit	542210	department	1	3,000	3,000	
<b>Subtotal Supplies</b>					<b>27,920</b>	
<b>Travel</b>						
<b>Subtotal Travel</b>					-	
<b>Utilities</b>						
Electricity	521001	monthly	12	1,450	17,400	
Natural Gas	521020	monthly	12	325	3,900	
<i>Telephone</i>						
AT&T phone lines , Verizon phones & fax lines	530220	monthly	12	200	2,400	
CLEAR investigative data program	530220	monthly	12	131	1,572	
Language line, NCIC data link, LEAPS data link	530220	monthly	12	450	5,400	

**Division: Police**  
**Department: Police**  
**Department No: 210**  
**Expenses**

<i>Description</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
<i>Other Utilities</i>						
Tower rental fee	524220	annual	1	600	600	
<b>Subtotal Utilities</b>					<b>31,272</b>	
<b>Vehicles &amp; Equipment</b>						
<i>Office Equipment Purchases (Under \$5,000)</i>						
<i>Office Equipment Maintenance</i>						
Computer system support & licensing fee-IMC	524205	annual	1	13,280	13,280	
Copy & fax machines service contracts	524205	annual	1	1,500	1,500	
Copy machines lease	524205	monthly	12	272	3,264	
Office computers maintenance	524205	annual	22	50	1,100	
<i>Vehicle Maintenance (include nonfuel consumables i.e. oil, filters)</i>						
Cruisers - frontline patrol vehicles	524321	single	8	1,200	9,600	
Cruisers - Command vehicles	524321	single	3	500	1,500	
Vans & Motorcycles - Utility, Crime Scene & Motors	524321	single	4	500	2,000	
Vehicle washing	524321	monthly	12	175	2,100	
Oil for changes	548000	quarts	1,662	2	3,324	
Filters for changes	548000	single	200	4	800	
Fuel filters	548000	single	100	3	300	
Tires	548010	single	56	102	5,712	
Miscellaneous repairs / parts for all vehicles	548010	single	16	500	8,000	
<i>Vehicle Fuel</i>						
Gasoline	548000	gallon	24,000	3.40	81,600	Reduced by 2400 gallons from FY11 - anticipated & continued conservation efforts.
<i>Other Equipment</i>						
Radar, breathalyzer, cell cameras, Defibrillators.	524205	annual	3	800	2,400	
Vehicle leases	587100	vehicle	1	9,750	64,000	
<i>Communications Equipment Maintenance</i>						
Radio maintenance calls for service	524220	single	10	300	3,000	
MDT maintenance & repair	524220	single	10	150	1,500	
MDT repeater and MDT 800 mgz radio modems	524220	single	10	80	800	
MDT laptop batteries	524220	single	15	80	1,200	
Cruiser electronic consoles and related electrical	524220	single	15	100	1,500	
CJIS computer maintenance contract	524220	annual	1	1,600	1,600	
State & Federal fingerprint systems maintenance	524220	annual	1	1,000	1,000	

**Division: Police**  
**Department: Police**  
**Department No: 210**  
**Expenses**

<i>Description</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
<b>Vehicles &amp; Equipment Subtotal</b>					<b>211,080</b>	
<b>Other Expenses</b>						
Printing	530230	single	1	2,500	2,500	
Public Safety						
Police K-9	530492	monthly	12	100	1,200	

Division: Police  
 Department: Harbormaster  
 Department No: 295  
 Roll Up

	FY09 Actual	FY10 Actual	FY11 Actual	FY12 Approp	FY13 Request	Variance	Appropriation
<b>EXPENSES</b>							
<b>Personnel</b>							
Salaries	6,000	6,000	6,000	6,000	6,000	-	
Overtime	-	-	-	-	-	-	
Other Personnel Expenses	-	-	-	-	-	-	
<b>Subtotal Personnel</b>	<b>6,000</b>	<b>6,000</b>	<b>6,000</b>	<b>6,000</b>	<b>6,000</b>	-	
<b>Operating Expenses</b>							
Advertising	-	-	-	-	-	-	
Building Maintenance	-	-	-	-	-	-	
Consultants	-	-	-	-	-	-	
Dues & Subscriptions	-	-	-	-	-	-	
Professional Development/Training	-	-	-	-	-	-	
Supplies	-	-	-	-	-	-	
Travel	-	-	-	-	-	-	
Utilities	-	-	-	-	-	-	
Vehicles & Equipment	1,500	1,500	1,500	1,500	1,500	-	
Other Expenses	-	-	-	-	-	-	
<b>Subtotal Operating Expenses</b>	<b>1,500</b>	<b>1,500</b>	<b>1,500</b>	<b>1,500</b>	<b>1,500</b>	-	
<b>Total Expenses</b>	<b>7,500</b>	<b>7,500</b>	<b>7,500</b>	<b>7,500</b>	<b>7,500</b>	-	

Division: Police  
Department: Harbormaster  
Department No: 295  
Salaries

<i>Name</i>	<i>Position</i>	<i>Current Munis Object Code</i>	<i>Base Salary</i>	<i>Longevity</i>	<i>Education Stipends</i>	<i>Uniform</i>	<i>Total Salary</i>
Bailey, Jack	Harbormaster	512260	6,000				\$ 6,000

Division: Police  
 Department: Harbormaster  
 Department No: 295  
 Expenses

<i>Description</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
<b>Advertising</b>						
<i>Subtotal Advertising</i>					-	
<b>Building Maintenance</b>						
<i>Subtotal Building Maintenance</i>					-	
<b>Consultants</b>						
<i>Subtotal Consultant</i>					-	
<b>Dues &amp; Subscriptions</b>						
<i>Subtotal Dues &amp; Subscriptions</i>					-	
<b>Professional Development &amp; Training</b>						
<i>Subtotal Professional Development/Training</i>					-	
<b>Supplies</b>						
<i>Subtotal Supplies</i>					-	
<b>Travel (In and Out of State)</b>						
<i>Subtotal Travel</i>					-	
<b>Utilities</b>						
<i>Subtotal Utilities</i>					-	
<b>Vehicles &amp; Equipment</b>						
<i>Vehicle Maintenance</i>						
Reimbursement	524300				1,500	
<i>Vehicle Fuel</i>						
Gasoline	548000					
<i>Other Equipment</i>						
Reimbursement	557100					
<i>Subtotal Vehicle &amp; Equipment</i>					1,500	
<b>Other Expenses</b>						
<i>Subtotal Other Expenses</i>					-	

Division: Public Safety Communications  
 Department: Public Safety Communications  
 Department No: 230  
 Roll Up

	FY09 Actual	FY10 Actual	FY11 Actual	FY12 Approp	FY13 Request	Variance	Appropriation
<b>EXPENSES</b>							
<b>Personnel</b>							
Salaries	419,487	417,766	420,818	447,266	494,727	47,461	
Overtime	56,015	68,025	77,860	70,012	27,345	(42,667)	
Other Personnel Expenses	7,120	15,000	17,852	12,831	8,018	(4,814)	
<b>Subtotal Personnel</b>	<b>482,622</b>	<b>500,791</b>	<b>516,530</b>	<b>530,109</b>	<b>530,090</b>	<b>(19)</b>	
<b>Operating Expenses</b>							
Advertising	-	-	-	-	-	-	
Building Maintenance	-	-	-	-	-	-	
Consultants	-	-	-	-	-	-	
Dues & Subscriptions	-	-	-	-	-	-	
Professional Development/Training	-	-	-	-	-	-	
Supplies	-	79	5,720	-	2,000	2,000	
Travel	-	-	-	-	-	-	
Utilities	-	-	-	-	-	-	
Vehicles & Equipment	-	-	-	-	-	-	
Other Expenses	-	-	-	2,000	-	(2,000)	
<b>Subtotal Operating Expenses</b>	<b>-</b>	<b>79</b>	<b>5,720</b>	<b>2,000</b>	<b>2,000</b>	<b>-</b>	
<b>Total Expenses</b>	<b>482,622</b>	<b>500,870</b>	<b>522,250</b>	<b>532,109</b>	<b>532,090</b>	<b>(19)</b>	

Notes:



**Division: Public Safety Communications**  
**Department: Public Safety Communications**  
**Department No: 230**  
**Salaries**

<i>Name</i>	<i>Position</i>	<i>Current Munis Object Code</i>	<i>Base Salary</i>	<i>Shift Differential</i>	<i>Longevity</i>	<i>Uniform</i>	<i>Holiday</i>	<i>Total Salary</i>
Deguio, Keith	Fire Dispatcher	511203	51,846	733	1,840	675	2,508	57,602
Kilgour, Laura	Police Dispatcher	511203	51,846	200	1,822	675	2,509	57,052
McKeon, Alexander	Police Dispatcher	511203	49,229	1,464	-	675	2,333	53,701
Merrill, Richard	Fire Dispatcher	511203	51,846	733	-	675	2,423	55,677
Morrill, Jonathan	Police Dispatcher	511203	51,846	200	-	675	2,423	55,144
Owen, Todd	Fire Dispatcher	511203	43,039	733	-	675	2,015	46,462
Swenson, Matthew	Fire Dispatcher	511203	49,856	733	-	675	2,266	53,530
Ciaburri, Candice	Police Dispatcher	511203	51,846	200	-	675	2,423	55,144
Worthen, Sherrie	Police Dispatcher	511203	51,846	1,464	3,825	675	2,605	60,415
<b>Total</b>			<b>453,200</b>	<b>6,460</b>	<b>7,487</b>	<b>6,075</b>	<b>21,505</b>	<b>494,727</b>

**Division: Public Safety Communications**  
**Department: Public Safety Communications**  
**Department No: 230**  
**Other Personnel**

<b>Overtime</b>	<b>Current Munis Object Code</b>	<b>Unit Type</b>	<b># of Hours</b>	<b>Hrly Rate (\$)</b>	<b>Total</b>	<b>Notes</b>
Operational Overtime	513100	Hours	40	34.44	1,378	
Recall Overtime	513250	Hours	14	34.44	482	
Training Overtime	513500	Hours	40	34.44	1,378	Training for Regional Disp.
Sick Leave Coverage	513150	Hours	200	34.44	6,888	
Vacation Leave Coverage	514218	Hours	500	34.44	17,220	
<b>Subtotal Overtime</b>					<b>27,345</b>	

<b>Other Personnel Expenses</b>	<b>Current Munis Object Code</b>	<b>Unit Type</b>	<b># of Units</b>	<b>Unit Cost</b>	<b>Total</b>	<b>Notes</b>
Tuition Reimbursement		Department	1	1,000	1,000	
Training		Department	-	-	-	Training for Reg. Dispatch
Matron stipend	512211	Monthly	12	200	2,400	
Medical Expenses	519420	Department	-	-	-	
Intermittent Dispatchers	512203	Hours	260	17.76	4,618	5 hours per week coverage
<b>Subtotal Overtime</b>					<b>8,018</b>	

Division: Public Safety Communications  
 Department: Public Safety Communications  
 Department No: 230  
 Expenses

<i>Description</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
Advertising						
<i>Subtotal Advertising</i>					-	
Building Maintenance						
<i>Subtotal Building Maintenance</i>					-	
Consultants						
<i>Subtotal Consultant</i>					-	
Dues & Subscriptions						
<i>Subtotal Dues &amp; Subscriptions</i>					-	
Professional Development & Training						
<i>Subtotal Professional Development/Training</i>					-	
Supplies	542215	single	2	1000	2,000	Chairs, headsets, etc.
<i>Subtotal Supplies</i>					<b>2,000</b>	
Travel (In and Out of State)						
<i>Subtotal Travel</i>					-	
Utilities						
<i>Subtotal Utilities</i>					-	
Vehicles & Equipment						
<i>Subtotal Vehicle &amp; Equipment</i>					-	
Other Expenses					2,000	

Division: Health & Human Services  
 Department: Council on Aging  
 Department No: 541  
 Roll Up

	FY09 Actual	FY10 Actual	FY11 Actual	FY12 Approp	FY13 Request	Variance	Appropriation
<b>EXPENSES</b>							
<b>Personnel</b>							
Salaries	103,234	78,370	84,895	97,590	112,622	15,032	
Overtime	-	-	-	-	-	-	
Other Personnel Expenses	-	-	-	-	-	-	
<b>Subtotal Personnel</b>	<b>103,234</b>	<b>78,370</b>	<b>84,895</b>	<b>97,590</b>	<b>112,622</b>	15,032	
						-	
<b>Operating Expenses</b>						-	
Advertising	-	-	-	-	-	-	
Building Maintenance	-	-	-	-	-	-	
Consultants	-	-	-	-	-	-	
Dues & Subscriptions	-	-	-	-	-	-	
Professional Development/Training	-	-	582	800	800	-	
Supplies	697	370	782	1,000	4,000	3,000	
Travel	524	700	1,041	1,000	1,300	300	
Utilities	1,380	1,472	1,401	1,600	1,960	360	
Vehicles & Equipment	3,892	295	295	2,095	4,615	2,520	
Other Expenses	-	-	-	-	-	-	
<b>Subtotal Operating Expenses</b>	<b>6,493</b>	<b>2,837</b>	<b>4,101</b>	<b>6,495</b>	<b>12,675</b>	6,180	
						-	
<b>Total Expenses</b>	<b>109,727</b>	<b>81,207</b>	<b>88,996</b>	<b>104,085</b>	<b>125,297</b>	21,212	

Division: Health & Human Services  
 Department: Council on Aging  
 Department No: 541  
 Salaries

<i>Name</i>	<i>Position</i>	<i>Current Munis Object Code</i>	<i>Base Salary</i>	<i>Longevity</i>	<i>Education Stipends</i>	<i>Uniform</i>	<i>Other Stipends</i>	<i>Total Salary</i>
Brothers, Doreen	Outreach Worker	511163	34,670					34,670
Connor, Annmary	Department Head	511120	59,364					59,364
Jeanne Marie	Volunteer Coordinator		10,868					10,868
Carolyn Lebreque	Activities Coordinator		5,720					5,720
Ashely Stuart	Social Service under 60		2,000					2,000
<b>Total Personnel</b>			<b>112,622</b>	-	-	-	-	<b>112,622</b>

Division: Health & Human Services  
 Department: Council on Aging  
 Department No: 541  
 Expenses

<i>Description</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
<b>Advertising</b>						
<i>Subtotal Advertising</i>					-	
<b>Building Maintenance</b>						
<i>Subtotal Building Maintenance</i>					-	
<b>Consultants</b>						
<i>Subtotal Consultant</i>					-	
<b>Dues &amp; Subscriptions</b>						
<i>Subtotal Dues &amp; Subscriptions</i>					-	
<b>Professional Development &amp; Training</b>						
MCOA annual conference and CEU's	530311				800	
<i>Subtotal Professional Development/Training</i>					<b>800</b>	
<b>Supplies</b>						
Office Supplies	542020				4,000	general supplies
Custodial Supplies					-	
Food Supplies					-	
Other Supplies					-	
<i>Subtotal Supplies</i>					<b>4,000</b>	
<b>Travel (In and Out of State)</b>						
Home visits, meetings, conferences	571964	miles	0	0.51	1,300	
<i>Subtotal Travel</i>					<b>1,300</b>	
<b>Utilities</b>						
Electricity					-	
Natural Gas					-	
Telephone	530220	monthly	12	163.33	1,960	
Other Utilities					-	
<i>Subtotal Utilities</i>					<b>1,960</b>	
<b>Vehicles &amp; Equipment</b>						
Office Equipment Purchases (Under \$5,000)	524205				295	
Office Equipment Maintenance					-	
Copier Lease	524205	annual		360	4,320	Network, copier, scan fax, for COA/Veterans/ Recreation
Vehicle Maintenance (include nonfuel consumables i.e. oil, filters)					-	

Division: Health & Human Services  
Department: Council on Aging  
Department No: 541  
Expenses

Description	Current Munis Object Code	Unit Type	# of Units	Unit Cost	Total Cost	Notes
Vehicle Fuel					-	
Gasoline					-	
Other Equipment					-	
Subtotal Vehicle & Equipment					4,615	
Other Expenses						
Subtotal Other Expenses					-	

Division: Community & Social Services  
 Department: Youth Services  
 Department No: 542  
 Roll Up

	FY09 Actual	FY10 Actual	FY11 Actual	FY12 Approp	FY13 Request	Variance	Appropriation
<b>EXPENSES</b>							
<b>Personnel</b>							
Salaries	188,818	206,320	213,402	226,128	249,434	23,306	
Overtime	-	-	-	-	-	-	
Other Personnel Expenses	-	-	-	-	-	-	
<b>Subtotal Personnel</b>	<b>188,818</b>	<b>206,320</b>	<b>213,402</b>	<b>226,128</b>	<b>249,434</b>	<b>23,306</b>	
<b>Operating Expenses</b>							
Advertising	-	-	-	-	-	-	
Building Maintenance	-	-	-	-	-	-	
Consultants	-	-	-	-	-	-	
Dues & Subscriptions	132	360	75	318	318	-	
Professional Development/Training	250	185	130	200	200	-	
Supplies	1,972	554	1,000	2,500	4,000	1,500	
Travel	1,531	1,580	1,780	1,851	1,851	-	
Utilities	2,537	2,169	2,496	2,580	2,580	-	
Vehicles & Equipment	8,267	277	1,245	1,050	1,080	30	
Other Expenses	12,850	22,828	28,228	31,000	34,000	3,000	
<b>Subtotal Operating Expenses</b>	<b>27,539</b>	<b>27,953</b>	<b>34,954</b>	<b>39,499</b>	<b>44,029</b>	<b>4,530</b>	
<b>Total Expenses</b>	<b>216,357</b>	<b>234,273</b>	<b>248,356</b>	<b>265,627</b>	<b>293,463</b>	<b>27,836</b>	

Notes:



**Division: Community & Social Services**  
**Department: Youth Services**  
**Department No: 542**  
**Salaries**

<b>Name</b>	<b>Position</b>	<b>Current Munis Object Code</b>	<b>Base Salary</b>	<b>Longevity</b>	<b>Education Stipends</b>	<b>Uniform</b>	<b>Other Stipends</b>	<b>Total Salary</b>
Crowley, Kathleen	Youth Recreation Director	511318	65,738	2,300	-	-	-	68,038
Various	Act Up Instructors	512360	-	-	-	-	-	2,888
Various	After School Supervisors	512360	-	-	-	-	-	36,000
Various	After School Instructors	512360	-	-	-	-	-	47,320
Various	Archery Instructor	512360	-	-	-	-	-	240
Various	Basketball Program Instructor	512360	-	-	-	-	-	700
Various	Before School Program	512360	-	-	-	-	-	14,000
Various	Boating Program Instructor	512360	-	-	-	-	-	6,752
Various	Camp Kent Co Supervisors	512360	-	-	-	-	-	2,610
Various	Camp Kent Instructors	512360	-	-	-	-	-	6,264
Various	Fishing Instructor	512360	-	-	-	-	-	875
Various	Lifeguards	512365	-	-	-	-	-	16,800
Various	Preschool-Lil Squirts program	512360	-	-	-	-	-	4,860
Various	Shooting Stars Program Instructors	512360	-	-	-	-	-	960
Various	STAR Program Instructors	512360	-	-	-	-	-	2,204
Various	Summer Park Program Supervisor	512360	-	-	-	-	-	4,320
Various	Summer Park Program Counselors	512360	-	-	-	-	-	14,896
Various	Summer Park Extended Day Counselors	512360	-	-	-	-	-	3,150
Various	Summer Orientation	512360	-	-	-	-	-	2,565
Various	Swimming Instructors	512360	-	-	-	-	-	1,344
Various	Teen and Preschool Supervisors	512360	-	-	-	-	-	3,675
Various	Teen and Preschool Counselors	512360	-	-	-	-	-	8,085
Various	Tennis Program Instructor	512360	-	-	-	-	-	888
<b>Total Personnel</b>			<b>65,738</b>	<b>2,300</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>249,434</b>

Division: Community & Social Services  
 Department: Youth Services  
 Department No: 542  
 Expenses

<i>Description</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
<b>Advertising</b>						
<i>Subtotal Advertising</i>					-	
<b>Building Maintenance</b>						
<i>Subtotal Building Maintenance</i>					-	
<b>Consultants</b>						
<i>Subtotal Consultant</i>					-	
<b>Dues &amp; Subscriptions</b>						
Mass Recreation and Park	542310	annual			75	
Mass School Age Coalition Dues	542310	annual			55	
School Age Notes	542310	annual			58	
National Recreation and Park Assoc.	542310	annual			130	
<i>Subtotal Dues &amp; Subscriptions</i>					<b>318</b>	
<b>Professional Development &amp; Training</b>						
Conferences	530311	512365			200	
<i>Subtotal Professional Development/Training</i>					<b>200</b>	
<b>Supplies</b>						
Office Supplies	542020				500	
Printing, Mailing	542020				3,500	
<i>Subtotal Supplies</i>					<b>4,000</b>	increase for household mailing
<b>Travel (In and Out of State)</b>						
Vehicle Stipend	571964	monthly	12	150	1,800	
Conferences & Trainings	571964	miles	100	0.51	51	
<i>Subtotal Travel</i>					<b>1,851</b>	
<b>Utilities</b>						
Electricity					-	

**Division: Community & Social Services**  
**Department: Youth Services**  
**Department No: 542**  
**Expenses**

<b>Description</b>	<b>Current Munis Object Code</b>	<b>Unit Type</b>	<b># of Units</b>	<b>Unit Cost</b>	<b>Total Cost</b>	<b>Notes</b>
Natural Gas					-	
Telephone						
Cell phones (4)	530220	monthly	12	165	1,980	
Land line (1)	530220	monthly	12	50	600	
Other Utilities					-	
<b>Subtotal Utilities</b>					<b>2,580</b>	
<b>Vehicles &amp; Equipment</b>						
Office Equipment Purchases (Under \$5,000)					-	
Office Equipment Maintenance					-	
<i>Vehicle Maintenance (include nonfuel consumables i.e. oil, filters)</i>						
General maintenance on van	524300				400	
<i>Vehicle Fuel</i>						
Gasoline	548000	gallons	200	3.40	680	
Other Equipment					-	
<b>Subtotal Vehicle &amp; Equipment</b>					<b>1,080</b>	
<b>Other Expenses</b>						
Recreation Summer and After School supplies and Equipment	530330				8,000	includes theater
Trips and entertainment	530335				13,000	increase to 7 weeks
Transportation	570030				13,000	more trips
<b>Subtotal Other Expenses</b>					<b>34,000</b>	

Division: Community & Social Services  
 Department: Veterans Services  
 Department No: 561  
 Roll Up

	FY09 Actual	FY10 Actual	FY11 Actual	FY12 Approp	FY13 Request	Variance	Appropriation
<b>EXPENSES</b>							
<b>Personnel</b>							
Salaries	41,157	42,913	46,192	47,809	52,165	4,356	
Overtime	-	-	-	-	-	-	
Other Personnel Expenses	-	-	-	-	-	-	
<b>Subtotal Personnel</b>	<b>41,157</b>	<b>42,913</b>	<b>46,192</b>	<b>47,809</b>	<b>52,165</b>	<b>4,356</b>	
<b>Operating Expenses</b>							
Advertising	-	-	-	-	-	-	
Building Maintenance	-	-	-	-	-	-	
Consultants	-	-	-	-	-	-	
Dues & Subscriptions	35	80	110	180	180	-	
Professional Development/Training	160	421	440	600	600	-	
Supplies	3,594	3,592	3,255	3,800	3,800	-	
Travel	648	1,408	1,548	1,300	1,300	-	
Utilities	579	1,048	999	960	960	-	
Vehicles & Equipment	-	-	-	-	-	-	
Other Expenses	191,892	290,281	318,982	318,000	347,000	29,000	
<b>Subtotal Operating Expenses</b>	<b>196,908</b>	<b>296,830</b>	<b>325,334</b>	<b>324,840</b>	<b>353,840</b>	<b>29,000</b>	
<b>Total Expenses</b>	<b>238,065</b>	<b>339,743</b>	<b>371,526</b>	<b>372,649</b>	<b>406,005</b>	<b>33,356</b>	

Division: Community & Social Services  
 Department: Veterans Services  
 Department No: 561  
 Salaries

<i>Name</i>	<i>Position</i>	<i>Current Munis Object Code</i>	<i>Base Salary</i>	<i>Longevity</i>	<i>Education Stipends</i>	<i>Uniform</i>	<i>Other Stipends</i>	<i>Total Salary</i>
Lucier, Kristen	Director	511145	52,165	-	-	-	-	52,165
			-					-
<b>Total Personnel</b>			<b>52,165</b>	-	-	-	-	<b>52,165</b>

Division: Community & Social Services  
 Department: Veterans Services  
 Department No: 561  
 Expenses

<i>Description</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
<b>Advertising</b>						
<i>Subtotal Advertising</i>					-	
<b>Building Maintenance</b>						
<i>Subtotal Building Maintenance</i>					-	
<b>Consultants</b>						
<i>Subtotal Consultant</i>					-	
<b>Dues &amp; Subscriptions</b>						
Merrimack Valley Clinical Social Workers					30	
Massachusetts Veterans Service Officers Association	542310				150	
<i>Subtotal Dues &amp; Subscriptions</i>					<b>180</b>	
<b>Professional Development &amp; Training</b>						
<b>MVSOA/DVS state conference. Registration and Boarding</b>					350	
Social Work Licensure Continuing Education Courses	530311				250	
<i>Subtotal Professional Development/Training</i>					<b>600</b>	
<b>Supplies</b>						
Office Supplies	542020				350	
Custodial Supplies					-	
Food Supplies					-	
<i>Other Supplies</i>						
Flags	542142	each			3,450	
<i>Subtotal Supplies</i>					<b>3,800</b>	
<b>Travel (In and Out of State)</b>						
Travel to conferences, training	571964		0	0.51	1,300	
<i>Subtotal Travel</i>					<b>1,300</b>	
<b>Utilities</b>						

Division: Community & Social Services  
 Department: Veterans Services  
 Department No: 561  
 Expenses

<i>Description</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
Electricity					-	
Natural Gas					-	
Telephone						
Office Phone & Cell Phone	530220	monthly	12	-	960	
Other Utilities					-	
<b>Subtotal Utilities</b>					<b>960</b>	
<b>Vehicles &amp; Equipment</b>						
<b>Subtotal Vehicles &amp; Equipment</b>					-	
<b>Other Expenses</b>						
Veterans Assistance	530041	monthly	12	-	347,000	
<b>Subtotal Other Expenses</b>					<b>372,000</b>	

**Division: Community & Social Services**  
**Department: Library**  
**Department No: 610**  
**Roll Up**

	<b>FY09 Actual</b>	<b>FY10 Actual</b>	<b>FY11 Actual</b>	<b>FY12 Approp</b>	<b>FY13 Request</b>	<b>Variance</b>	<b>Appropriation</b>
<b>EXPENSES</b>							
<b>Personnel</b>							
Salaries	430,424	437,571	475,877	508,859	521,974	13,115	
Overtime	380	500	500	500	500	-	
Other Personnel Expenses	-	-	-	-	-	-	
<b>Subtotal Personnel</b>	<b>430,804</b>	<b>438,071</b>	<b>476,377</b>	<b>509,359</b>	<b>522,474</b>	13,115	
						-	
<b>Operating Expenses</b>						-	
Advertising	-	-	-	-	-	-	
Building Maintenance	20,630	21,799	23,670	20,485	20,485	-	
Consultants	-	-	-	-	-	-	
Dues & Subscriptions	420	1,100	970	970	970	-	
Professional Development/Training	-	500	1,000	1,200	1,200	-	
Supplies	6,910	5,874	4,925	4,949	4,949	-	
Travel	823	1,800	1,500	1,800	1,800	-	
Utilities	17,623	16,800	17,900	19,700	19,150	(550)	
Vehicles & Equipment	3,208	6,677	5,839	7,130	9,146	2,016	
Other Expenses	105,222	101,576	109,855	125,620	127,820	2,200	
<b>Subtotal Operating Expenses</b>	<b>154,836</b>	<b>156,126</b>	<b>165,659</b>	<b>181,854</b>	<b>185,520</b>	3,666	
						-	
<b>Total Expenses</b>	<b>585,640</b>	<b>594,197</b>	<b>642,036</b>	<b>691,213</b>	<b>707,994</b>	16,781	



**Division: Community & Social Services**  
**Department: Library**  
**Department No: 610**  
**Salaries**

<i>Name</i>	<i>Position</i>	<i>Current Munis Object Code</i>	<i>Base Salary</i>	<i>Longevity</i>	<i>Education Stipends</i>	<i>Incentives</i>	<i>Uniform</i>	<i>Other Stipends</i>	<i>Total Salary</i>
Cote, Suzanne	Head of Technical Services	511388	48,485	7,273					55,758
Cynewski, Jordan	Student Page	512398	2,496						2,496
DiTullio, Patricia	Director	511120	69,181						69,181
Dombrowski, Clare	Children's Librarian	511358	52,792						52,792
Landry, Anne	Children's Library Assistant	551398	27,465						27,465
Lemieux, Julie	Library Assistant	511395	31,623						31,623
Locke, John	Library Asstistant	511395	31,074						31,074
Matlin, Erin	Assistant Director	511121	56,417						56,417
Piercey, Logan	Student Page	512398	2,496						2,496
Pelletier, Michaela	Head of Circulation	511389	48,485	3,636					52,121
Petersen, Meghan	Part Time Reference Librarian	511380	12,511						12,511
Purdy, Adelia	Student Page	512398	2,496						2,496
Purdy, Dorothy	Student Page	512398	2,496						2,496
Schwotzer, Pamela	Part Time Reference Librarian	511380	25,944						25,944
Seamans, Sarah	Library Assistant	511395	33,797	1,183					34,980
Walker, Margie	Young Adult/Reference Librarian	511381	52,871	2,643					55,514
Vacant	Per Diem Librarian Substitute	511382	3,582						3,582
Vacant	Per Diem Library Asst Substitute	511382	3,028						3,028
<b>Total Personnel</b>			<b>507,239</b>	<b>14,735</b>	-	-	-	-	<b>521,974</b>

Division: Community & Social Services  
 Department: Library  
 Department No: 610  
 Other Personnel

<i>Overtime</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Hours</i>	<i>Hrly Rate (\$)</i>	<i>Total</i>	<i>Notes</i>
General	513100	Hours			500	
Recall Overtime		Hours			-	
Training Overtime		Hours			-	
<b>Subtotal Overtime</b>					<b>500</b>	

<i>Other Personnel Expenses</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total</i>	<i>Notes</i>
Medical Expenses					-	
Tuition Reimbursement					-	
<b>Subtotal Overtime</b>					<b>-</b>	

**Division: Community & Social Services**  
**Department: Library**  
**Department No: 610**  
**Expenses**

<i>Description</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
<b>Advertising</b>						
<b>Subtotal Advertising</b>					-	
<b>Building Maintenance</b>						
<i>Materials</i>						
Building maint. materials	524005				500	
<i>Repairs</i>						
General Building Maint. (Repairs, replacement, etc.)	524005				4,000	
<i>Other</i>						
Essex Alarm Monitoring	524005	annual			252	
BB Alarm Monitoring	524005	annual			552	
Building Cleaning Contract	524005	bi-monthly			14,681	
Mowing	524005	month				
Snow Shoveling and winter cleanup	524005	days				
Pest control	524005	quarter			500	
<b>Subtotal Building Maintenance</b>					<b>20,485</b>	
<b>Consultants</b>						
<b>Subtotal Consultant</b>					-	
<b>Dues &amp; Subscriptions</b>						
Annual Membership Dues ALA, MLA, NELA	542310	members			970	
<b>Subtotal Dues &amp; Subscriptions</b>					<b>970</b>	
<b>Professional Development &amp; Training</b>						
Registration fees for staff development & training	530311				1,200	
<b>Subtotal Professional Development/Training</b>					<b>1,200</b>	
<b>Supplies</b>						
<i>Office Supplies</i>						
Office Supplies	542020				2,200	
Library Supplies	542020				500	
Receipt Paper	542020				350	
Patron Bar Codes	542020				650	
Overdue Notice Envelopes	542020				250	

**Division: Community & Social Services**  
**Department: Library**  
**Department No: 610**  
**Expenses**

<i>Description</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
Microfilm ink cartridges	542020				149	
Postage	542020				100	
<i>Custodial Supplies</i>						
Toiletries	542020				750	
Copies - Staff copies	542020				-	
<b>Subtotal Supplies</b>					<b>4,949</b>	
<b>Travel (In and Out of State)</b>						
Travel to MVLC meetings, professional development	571964	miles	3000	0.500	1,800	
<b>Subtotal Travel</b>					<b>1,800</b>	
<b>Utilities</b>						
Electricity	521001	month			11,000	
Natural Gas	521020	month			6,500	
<i>Telephone</i>						
Phone lines (8148, 8149, 8115)	530220	month			1,650	
Other Utilities					-	
<b>Subtotal Utilities</b>					<b>19,150</b>	
<b>Vehicles &amp; Equipment</b>						
<i>Office Equipment Purchases (Under \$5,000)</i>						
Replace computers	524250				2,000	
<i>Office Equipment Maintenance</i>						
Equipment Maint - copier contract	524250	month			3,156	
Equipment Maint - Microfilm Machine Maint. contract	524250	annual			630	
Equipment Maint - Technical Support (Computers)	524250				3,360	
Network Upgrad	524250				-	
Vehicle Maintenance					-	
<i>Vehicle Fuel</i>						
Gasoline				2.75	-	
Other Equipment					-	
<b>Subtotal Vehicle &amp; Equipment</b>					<b>9,146</b>	
<b>Other Expenses</b>						
Materials (Books, Audio, DVD, online databases, etc.)	542330				92,000	

Division: Community & Social Services  
 Department: Library  
 Department No: 610  
 Expenses

<i>Description</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
Periodicals	542335				6,800	
Consortium Fee	542361				28,720	
MVLC - Overdrive - Downloadable Audio Fee	542361				300	
<b>Subtotal Other Expenses</b>					<b>127,820</b>	

Division: Admin & Finance  
 Department: Admin & Finance  
 Department No: 134  
 Roll Up

	FY09 Actual	FY10 Actual	FY11 Actual	FY12 Approp	FY13 Request	Variance	Appropriation
<b>EXPENSES</b>							
<b>Personnel</b>							
Salaries	263,776	238,545	248,636	250,159	262,322	12,163	
Overtime	-	-	-	-	-	-	
Other Personnel Expenses	-	-	-	-	-	-	
<b>Subtotal Personnel</b>	<b>263,776</b>	<b>238,545</b>	<b>248,636</b>	<b>250,159</b>	<b>262,322</b>	<b>12,163</b>	
<b>Operating Expenses</b>							
Advertising	-	-	-	-	-	-	
Building Maintenance	-	-	-	-	-	-	
Consultants	-	-	-	-	-	-	
Dues & Subscriptions	995	984	1,098	1,095	1,095	-	
Professional Development/Training	2,627	3,142	4,128	3,850	3,850	-	
Supplies	1,014	872	494	800	800	-	
Travel	40	120	231	255	255	-	
Utilities	1,758	1,690	1,542	1,920	1,920	-	
Vehicles & Equipment	-	-	-	-	-	-	
Other Expenses	-	-	-	-	-	-	
<b>Subtotal Operating Expenses</b>	<b>6,434</b>	<b>6,808</b>	<b>7,493</b>	<b>7,920</b>	<b>7,920</b>	<b>-</b>	
<b>Total Expenses</b>	<b>270,210</b>	<b>245,353</b>	<b>256,129</b>	<b>258,079</b>	<b>270,242</b>	<b>12,163</b>	

Notes:

Division: Admin & Finance  
 Department: Admin & Finance  
 Department No: 134  
 Salaries

<i>Name</i>	<i>Position</i>	<i>Current Munis Object Code</i>	<i>Base Salary</i>	<i>Longevity</i>	<i>Education Stipends</i>	<i>Uniform</i>	<i>Other Stipends</i>	<i>Total Salary</i>
Basque, Michael	CFO	511120	105,000	-	-	-	-	105,000
Nikas, Elizabeth	Asst Acct/finance	511121	47,228	-	-	-	-	47,228
Ring, Shaunna	Executive Secretary	511155	51,581	2,435	-	-	-	54,016
Vacant	Senior Bookkeeper	511159		-	-	-	-	-
Veilleux, Marie	Asst Acct/personnel	511121	52,166	3,912	-	-	-	56,078
<b>Total Personnel</b>			<b>255,975</b>	<b>6,347</b>	-	-	-	<b>262,322</b>

Division: Admin & Finance  
 Department: Admin & Finance  
 Department No: 134  
 Expenses

<i>Description</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
<b>Advertising</b>						
<i>Subtotal Advertising</i>					-	
<b>Building Maintenance</b>						
<i>Subtotal Building Maintenance</i>					-	
<b>Consultants</b>						
<i>Subtotal Consultant</i>					-	
<b>Dues &amp; Subscriptions</b>						
ICMA	542310	annual			850	
MMA	542310	annual			145	
Mass Mun Auditors	542310	annual			65	
MAPPO	542310	annual			35	
<i>Subtotal Dues &amp; Subscriptions</i>					<b>1,095</b>	
<b>Professional Development &amp; Training</b>						
ICMA Conference	530311	person			3,000	
MMA Conference	530311	person			500	
Univ Mass Training	530311	person			350	
MIIA Seminars	530311	person			-	
<i>Subtotal Professional Development/Training</i>					<b>3,850</b>	
<b>Supplies</b>						
<i>Office Supplies</i>						
General Supplies	542020				800	
Custodial Supplies					-	
Food Supplies					-	
Other Supplies					-	
<i>Subtotal Supplies</i>					<b>800</b>	
<b>Travel (In and Out of State)</b>						



Division: Admin & Finance  
 Department: Admin & Finance  
 Department No: 134  
 Expenses

<i>Description</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
Travel to training and meetings	571964	Miles	500	0.51	255	
<b>Subtotal Travel</b>					<b>255</b>	
<b>Utilities</b>						
Electricity					-	
Natural Gas					-	
Telephone (4)	530220	months	12	160	1,920	
Other Utilities					-	
<b>Subtotal Utilities</b>					<b>1,920</b>	
<b>Vehicles &amp; Equipment</b>						
<b>Subtotal Vehicle &amp; Equipment</b>					-	
<b>Other Expenses</b>						
<b>Subtotal Other Expenses</b>					-	

Division: Admin & Finance  
 Department: Assessors  
 Department No: 141  
 Roll Up

	FY09 Actual	FY10 Actual	FY11 Actual	FY12 Approp	FY13 Request	Variance	Appropriation
<b>EXPENSES</b>							
<b>Personnel</b>							
Salaries	195,082	167,033	159,577	164,953	168,022	3,069	
Overtime	-	-	-	-	-	-	
Other Personnel Expenses	-	-	-	-	-	-	
<b>Subtotal Personnel</b>	<b>195,082</b>	<b>167,033</b>	<b>159,577</b>	<b>164,953</b>	<b>168,022</b>	3,069	
						-	
<b>Operating Expenses</b>						-	
Advertising	-	-	-	-	-	-	
Building Maintenance	-	-	-	-	-	-	
Consultants	3,000	1,000	-	5,000	5,000	-	
Dues & Subscriptions	245	245	265	400	400	-	
Professional Development/Training	889	652	1,858	3,000	3,000	-	
Supplies	344	794	390	500	500	-	
Travel	-	-	-	-	-	-	
Utilities	982	986	923	1,320	1,320	-	
Vehicles & Equipment	2,447	2,400	2,400	3,000	3,000	-	
Other Expenses	6,565	24,561	24,675	7,000	27,000	20,000	
<b>Subtotal Operating Expenses</b>	<b>14,472</b>	<b>30,638</b>	<b>30,511</b>	<b>20,220</b>	<b>40,220</b>	20,000	
						-	
	<b>209,554</b>	<b>197,671</b>	<b>190,088</b>	<b>185,173</b>	<b>208,242</b>	23,069	

**Division: Admin & Finance**  
**Department: Assessors**  
**Department No: 141**  
**Salaries**

<i>Name</i>	<i>Position</i>	<i>Current Munis Object Code</i>	<i>Base Salary</i>	<i>Longevity</i>	<i>Education Stipends</i>	<i>Uniform</i>	<i>Other Stipends</i>	<i>Total Salary</i>
Cena, John	Board Member	512144	3,345	-	-	-	-	3,345
Johnson, Damian	Board Member	512144	3,345	-	-	-	-	3,345
Mainville, Mary	Head Clerk	511173	41,242	2,056	-	-	-	43,298
Marino, Mary	Chief Assessor	511141	77,829	-	-	-	-	77,829
Swanson, Bradford	Board Member	512144	3,345	-	-	-	-	3,345
Vacant	Head Clerk	511173	-	-	-	-	-	-
Discipio, Jason	Data Collector	511143	36,860	-	-	-	-	36,860
<b>Total Personnel</b>			<b>165,966</b>	<b>2,056</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>168,022</b>

Division: Admin & Finance  
 Department: Assessors  
 Department No: 141  
 Expenses

<i>Description</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
<b>Advertising</b>						
<b>Subtotal Advertising</b>					-	
<b>Building Maintenance</b>						
<b>Subtotal Building Maintenance</b>					-	
<b>Consultants</b>						
Interim year data collection	53005	annual			5,000	
<b>Subtotal Consultant</b>					<b>5,000</b>	
<b>Dues &amp; Subscriptions</b>						
MAAO	542310	annual			300	
Essex County Assessors	542310	annual			100	
<b>Subtotal Dues &amp; Subscriptions</b>					<b>400</b>	
<b>Professional Development &amp; Training</b>						
School and Training Classes	530311				1,000	
Umass Amherst Vision Appraisal Training	530311				2,000	
<b>Subtotal Professional Development/Training</b>					<b>3,000</b>	
<b>Supplies</b>						
Office Supplies	542020				500	
Custodial Supplies					-	
Food Supplies					-	
Other Supplies					-	
<b>Subtotal Supplies</b>					<b>500</b>	
<b>Travel (In and Out of State)</b>						
<b>Subtotal Travel</b>					-	
<b>Utilities</b>						
Electricity					-	
Natural Gas					-	
Telephone (3)	530220	months	12	110	1,320	

Division: Admin & Finance  
 Department: Assessors  
 Department No: 141  
 Expenses

<i>Description</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
Other Utilities					-	
<b>Subtotal Utilities</b>					<b>1,320</b>	
<b>Vehicles &amp; Equipment</b>						
Office Equipment Purchases (Under \$5,000)					-	
Office Equipment Maintenance					-	
Vehicle Maintenance (include nonfuel consumables i.e. oil, filters)					-	
Vehicle Fuel					-	
Monthly Gas Allowance Data Collector	571964	Months	12	250	3,000	
Other Equipment					-	
<b>Subtotal Vehicle &amp; Equipment</b>					<b>3,000</b>	
<b>Other Expenses</b>						
MVPC Updating of Maps	530410				1,500	
Recording Fees at Registry	542160				500	
Revaluation Patriot	588141				5,000	
Revaluation Vision	588141				15,000	
Senior Tax Work Off Program	560332				5,000	
<b>Subtotal Other Expenses</b>					<b>27,000</b>	

Division: Admin and Finance  
Department: Collector/Treasurer  
Department No: 145  
Roll Up

	FY09 Actual	FY10 Actual	FY11 Actual	FY12 Approp	FY13 Request	Variance	Appropriation
<b>EXPENSES</b>							
<b>Personnel</b>							
Salaries	169,043	156,155	156,506	151,381	156,106	4,725	
Overtime	-	-	-	-	-	-	
Other Personnel Expenses	-	5,000	-	-	-	-	
<b>Subtotal Personnel</b>	<b>169,043</b>	<b>161,155</b>	<b>156,506</b>	<b>151,381</b>	<b>156,106</b>	<b>4,725</b>	
<b>Operating Expenses</b>							
Advertising	-	-	-	-	-	-	
Building Maintenance	-	-	-	-	-	-	
Consultants	-	-	-	-	-	-	
Dues & Subscriptions	-	480	385	500	500	-	
Professional Development/Training	1,014	369	411	1,100	1,100	-	
Supplies	1,255	2,059	1,694	2,500	2,500	-	
Travel	567	-	-	-	-	-	
Utilities	1,505	1,383	1,302	1,500	1,500	-	
Vehicles & Equipment	-	-	-	-	-	-	
Other Expenses	42,247	29,734	42,469	45,500	45,500	-	
<b>Subtotal Operating Expenses</b>	<b>46,588</b>	<b>34,025</b>	<b>46,261</b>	<b>51,100</b>	<b>51,100</b>	<b>-</b>	
<b>Total Expenses</b>	<b>215,631</b>	<b>195,180</b>	<b>202,767</b>	<b>202,481</b>	<b>207,206</b>	<b>4,725</b>	

Division: Admin and Finance  
 Department: Collector/Treasurer  
 Department No: 145  
 Salaries

<i>Name</i>	<i>Position</i>	<i>Current Munis Object Code</i>	<i>Base Salary</i>	<i>Longevity</i>	<i>Education Stipends</i>	<i>Uniform</i>	<i>Total Salary</i>
Crystal Galvin	Principal Clerk	511173	34,628	-	-	-	33,670
Cornoni, Donna	Treasurer/Collector	511125	70,927	-	-	-	70,927
Hawkins, Katie	Asst Treasurer/Collector	511126	47,485	4,024	-	-	51,509
Vacant	Head Clerk	511162	-	-	-	-	-
<b>Total Personnel</b>			<b>153,040</b>	<b>4,024</b>	<b>-</b>	<b>-</b>	<b>156,106</b>

Division: Admin and Finance  
 Department: Collector/Treasurer  
 Department No: 145  
 Expenses

<i>Description</i>	<i>Current Munis</i>		<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
	<i>Object Code</i>	<i>Unit Type</i>				
<b>Advertising</b>						
<i>Subtotal Advertising</i>					-	
<b>Building Maintenance</b>						
<i>Subtotal Building Maintenance</i>					-	
<b>Consultants</b>						
<i>Subtotal Consultant</i>					-	
<b>Dues &amp; Subscriptions</b>						
MMTC Treasurer and Assistant Treasurer	54310	annual	1	500	500	
<i>Subtotal Dues &amp; Subscriptions</i>					500	
<b>Professional Development &amp; Training</b>						
Umass Amherst Treasurer and Assist.	530311	class	2	550	1,100	
<i>Subtotal Professional Development/Training</i>					1,100	
<b>Supplies</b>						
Office Supplies	542020				2,500	
Custodial Supplies						
Food Supplies						
Other Supplies						
<i>Subtotal Supplies</i>					2,500	
<b>Travel (In and Out of State)</b>						
<i>Subtotal Travel</i>					-	
<b>Utilities</b>						
Electricity					-	
Natural Gas					-	
Telephone (3)	530220	month	12	125	1,500	
Other Utilities					-	
<i>Subtotal Utilities</i>					1,500	
<b>Vehicles &amp; Equipment</b>						
<i>Subtotal Vehicle &amp; Equipment</i>					-	



Division: Admin and Finance  
 Department: Collector/Treasurer  
 Department No: 145  
 Expenses

<i>Description</i>	<i>Current Munis</i>		<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
	<i>Object Code</i>	<i>Unit Type</i>				
<b>Other Expenses</b>						
Banking Services	530020				-	
Lock Box Service	530021	annual			5,500	
Tax Title Expense	542120	Titles			40,000	
<b>Subtotal Other Expenses</b>					<b>45,500</b>	

Division: Administration & Finance  
 Department: MIS  
 Department No: 155  
 Roll Up

	FY09 Actual	FY10 Actual	FY11 Actual	FY12 Approp	FY13 Request	Variance	Appropriation
<b>EXPENSES</b>							
<b>Personnel</b>							
Salaries	111,415	113,249	118,237	120,957	120,957	-	
Overtime	-	-	-	-	-	-	
Other Personnel Expenses	-	-	-	-	15,600	15,600	
<b>Subtotal Personnel</b>	<b>111,415</b>	<b>113,249</b>	<b>118,237</b>	<b>120,957</b>	<b>136,557</b>	<b>15,600</b>	
<b>Operating Expenses</b>							
Advertising	-	-	-	-	-	-	
Building Maintenance	-	-	-	-	-	-	
Consultants	250	500	1,800	2,000	2,000	-	
Dues & Subscriptions	275	275	275	295	295	-	
Professional Development/Training	2,669	-	350	800	800	-	
Supplies	1,917	500	1,079	2,000	2,000	-	
Travel	371	342	650	500	510	10	
Utilities	5,706	5,564	5,442	5,316	8,016	2,700	
Vehicles & Equipment	17,431	33,845	17,600	42,750	42,750	-	
Other Expenses	86,749	101,620	107,935	92,580	92,580	-	
<b>Subtotal Operating Expenses</b>	<b>115,368</b>	<b>142,646</b>	<b>135,131</b>	<b>146,241</b>	<b>148,951</b>	<b>2,710</b>	
<b>Total Expenses</b>	<b>226,783</b>	<b>255,895</b>	<b>253,368</b>	<b>267,198</b>	<b>285,508</b>	<b>18,310</b>	

Division: Administration & Finance  
 Department: MIS  
 Department No: 155  
 Salaries

<i>Name</i>	<i>Position</i>	<i>Current Munis Object Code</i>	<i>Base Salary</i>	<i>Longevity</i>	<i>Education Stipends</i>	<i>Uniform</i>	<i>Other Stipends</i>	<i>Total Salary</i>
Dearborn, Pamela	Network Coordinator	511137	50,271	1,760		-	-	52,031
Verret-Speck, Anne	Director Mgt. Info. Sys.	511135	63,526	5,400	-	-	-	68,926
<b>Total Personnel</b>			<b>113,797</b>	<b>7,160</b>	-	-	-	<b>120,957</b>

Division: Administration & Finance  
 Department: MIS  
 Department No: 155  
 Other Personnel

<i>Overtime</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Hours</i>	<i>Hrly Rate (\$)</i>	<i>Total</i>	<i>Notes</i>
General		Hours			-	
Recall Overtime		Hours			-	
Training Overtime		Hours			-	
<b>Subtotal Overtime</b>					-	

<i>Other Personnel Expenses</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total</i>	<i>Notes</i>
Unused Sick Time Buyback	517910				15,600.00	
Tuition Reimbursement					-	
Training					-	
<b>Subtotal Overtime</b>					<b>15,600.00</b>	

Division: Administration & Finance  
 Department: MIS  
 Department No: 155

<i>Description</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
<b>Advertising</b>						
<i>Subtotal Advertising</i>					-	
<b>Building Maintenance</b>						
<i>Subtotal Building Maintenance</i>					-	
<b>Consultants</b>						
Customization for Govern, MUNIS, or VISION	530005	each	1	2,000	2,000	Customized Imports/Reports
<i>Subtotal Consultant</i>					2,000	
<b>Dues &amp; Subscriptions</b>						
Mass Govt.Information Systems Assoc.	542310	annual	1	175	175	
IT Experts Exchange	542310	annual	1	120	120	
<i>Subtotal Dues &amp; Subscriptions</i>					295	
<b>Professional Development &amp; Training</b>						
Meetings/Class Registrations	530311	person	2	400	800	
<i>Subtotal Professional Development/Training</i>					800	
<b>Supplies</b>						
<i>Office Supplies</i>						
General Office Supplies	542020				-	
Custodial Supplies					-	
Food Supplies					-	
<i>Other Supplies</i>						
IT Supplies (Surge Protectors, Disks, Cables, Memory, etc.)	542020	annual est.	1	2,000	2,000	
<i>Subtotal Supplies</i>					2,000	
<b>Travel (In and Out of State)</b>						
In State Travel to Meetings / Training Sessions	571964	miles	1,000	0.510	510	
<i>Subtotal Travel</i>					510	
<b>Utilities</b>						

Division: Administration & Finance  
Department: MIS  
Department No: 155

<i>Description</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
Electricity					-	
Natural Gas					-	
Telephone						
Desk phones (1)	530220	month	12	30	360	
Cell Phones (2)	530220	month	12	60	720	
Other Utilities						
ADSL Lines to DPW Garage, AWPAP	530222	month	12	70	840	
Internet Lines (includes 1 Backup for WAN via VPN)	530222	month	12	508	6,096	upgrading bandwidth
<b>Subtotal Utilities</b>					<b>8,016</b>	
<b>Vehicles &amp; Equipment</b>						
Office Equipment Purchases (Under \$5,000)						
Desktop Computers	585100	each	12	967	11,600	
Laptop or Tablet Computers	585100	each	1	800	800	
Server Replacement (Mail Archiving)	585100	each	1	7,500	7,500	
Network Switch Replacements/Upgrades	585100	each	1	1,500	1,200	
Misc. Office Equipment for MIS / Central Use	542022	annual est.	1	1,000	1,000	
Office Equipment Maintenance						
Allied Telesis Extended Maintenance on WAN Switches	524210	3-year	-	1,600	-	Due in FY2013
Dell Extended Maintenance on Servers (2 Years, 24x7)	524210	2-year	2	1,600	3,200	
Offsite Disaster Recovery Backup for Mail	524210	month	12	500	6,000	
Astaro Firewall/Web/SPAM Filtering/	524210	annual	1	5,000	5,000	
WAN Support	524210	annual	12	425	5,100	
General Repairs Not on Contract	524210	annual est.	1	1,350	1,350	
<b>Subtotal Vehicle &amp; Equipment</b>					<b>42,750</b>	
<b>Other Expenses</b>						
ADP Payroll Processing	524215	pay period	26	770	20,020	
Citizen Request Management/Workorder System	524210	month	12	375	4,500	
Infrastructure & Software Maintenance Contracts						
ArcMail Hardware Maint./Software Subscription/Maint.	524210	annual	1	1,798	1,798	
DameWare	524210	annual	1	80	80	
Domain Registration Fees	524210	annual	1	200	200	

Division: Administration & Finance  
 Department: MIS  
 Department No: 155

<i>Description</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
Govern Support & Maintenance	524210	annual	1	15,200	15,200	No Utility Billing module
Languard Maintenance	524210	annual	1	260	260	
Microsoft Technet	524210	annual	1	449	449	
Munis ASP Software Support/Hosting	524210	annual	1	30,900	30,900	
SchoolWorld Website Maintenance/Hosting (Govt. Share)	524210	annual	1	5,275	5,275	
Patriot Software (Personal Property)	524210	annual	1	1,975	1,975	
SchoolDude	524210	annual	1	1,300	1,300	
Solarwinds	524210	annual	1	395	395	
Symantec Ghost Maintenance 1 Yr. Renewal	524210	annual	1	186	186	
Vipre AntiVirus Licenses	524210	5 Year	-	2,200	-	Renewal Due FY2014
SSL Certificate Renewal	524210	3 Year	-	500	-	Renewal Due FY2013
Veritas Backup Exec & Remote Agents	524210	annual	1	842	842	
Vision Software Maintenance	524210	annual	1	6,400	6,400	
Vision Assessor's Online Database	524210	annual	1	2,800	2,800	
<b>Subtotal Other Expenses</b>					<b>92,580</b>	

Division: Office of Community & Economic Development  
 Department: OCED  
 Department No: 174  
 Roll Up

	FY09 Actual	FY10 Actual	FY11 Actual	FY12 Approp	FY13 Request	Variance	Appropriation
<b>EXPENSES</b>							
<b>Personnel</b>							
Salaries	250,558	188,971	198,193	198,193	235,436	37,243	
Overtime	-	-	-	-	-	-	
Other Personnel Expenses	-	-	-	-	-	-	
<b>Subtotal Personnel</b>	<b>250,558</b>	<b>188,971</b>	<b>198,193</b>	<b>198,193</b>	<b>235,436</b>	<b>37,243</b>	
<b>Operating Expenses</b>							
Advertising	3,068	-	-	750	750	-	
Building Maintenance	-	702	-	1,000	1,000	-	
Consultants	7,275	18,864	19,329	19,800	42,000	22,200	
Dues & Subscriptions	1,415	945	1,327	1,453	1,453	-	
Professional Development/Training	-	-	1,005	1,750	1,750	-	
Supplies	3,818	-	717	2,000	2,000	-	
Travel	292	49	-	750	750	-	
Utilities	3,252	1,796	1,514	2,640	2,640	-	
Vehicles & Equipment	-	-	-	-	-	-	
Other Expenses	25,253	12,975	26,368	24,000	5,800	(18,200)	
<b>Subtotal Operating Expenses</b>	<b>44,373</b>	<b>35,331</b>	<b>50,260</b>	<b>54,143</b>	<b>58,143</b>	<b>4,000</b>	
<b>Total Expenses</b>	<b>294,931</b>	<b>224,302</b>	<b>248,453</b>	<b>252,336</b>	<b>293,579</b>	<b>41,243</b>	



Division: Office of Community & Economic Development  
 Department: OCED  
 Department No: 174  
 Salaries

<i>Name</i>	<i>Position</i>	<i>Current Munis Object Code</i>	<i>Base Salary</i>	<i>Longevity</i>	<i>Education Stipends</i>	<i>Uniform</i>	<i>Other Stipends</i>	<i>Total Salary</i>
Baptiste, Joan E.	Executive Secretary	511158	48,359	1,916	-	-	-	50,275
Fahey, Joseph W.	Department Head	511120	80,598	6,045	-	-	-	86,643
Jain, Nipun	Town Planner	511310	63,518	-	-	-	-	63,518
Vacant	Project Coordinator	511315	-	-	-	-	-	-
Vacant	Permit Coordinator	511316	-	-	-	-	-	-
	Assistant Director		35,000					35,000
<b>Total Personnel</b>			<b>227,476</b>	<b>7,961</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>235,436</b>

Division: Office of Community & Economic Development  
 Department: OCED  
 Department No: 174  
 Expenses

<i>Description</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
<b>Advertising</b>						
Public Notices	530210		3	250	750	
<b>Subtotal Advertising</b>					<b>750</b>	
<b>Building Maintenance</b>						
Materials					-	
School Street Repairs	542020		1	1000	1,000	foundation repairs
<b>Subtotal Building Maintenance</b>					<b>1,000</b>	
<b>Consultants</b>						
Survey & Subdivision	530005		2	4000	8,000	Water St relocation, Carriage
Appraisals	530005		4	3000	12,000	Wharf, Healy lot, Carriage
Design & Permitting	530005		1	22000	22,000	Heritage Park Lower Millyard
<b>Subtotal Consultant</b>					<b>42,000</b>	
<b>Dues &amp; Subscriptions</b>						
APA Dues	542310		1	300	300	
NEDA/MEDC	542310		1	205	205	
Thomson West/Urban Land	542310		1	395	395	
Mass Assoc. Planning Directors	542310		1	478	478	
NAHRO	542310		1	75	75	
<b>Subtotal Dues &amp; Subscriptions</b>					<b>1,453</b>	

Division: Office of Community & Economic Development  
Department: OCED  
Department No: 174  
Expenses

<i>Description</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
<b>Professional Development &amp; Training</b>						
APA regional conference	530311		1	400	400	
NEDA regional conference	530311		1	400	400	
MAPD regional conference	530311		1	400	400	
43D Training	530311		1	400	400	
Other Training	530311		1	150	150	
<b>Subtotal Professional Development/Training</b>					<b>1,750</b>	
<b>Supplies</b>						
Office Supplies	542020		1	2000	2,000	
<b>Subtotal Supplies</b>					<b>2,000</b>	
<b>Travel</b>						
Travel to conferences, seminars, prof dev.	571964	miles	1,471	0.51	750	
<b>Subtotal Travel</b>					<b>750</b>	
<b>Utilities</b>						
Electricity					-	
Natural Gas					-	
Telephone					-	
Fax	530220				-	
Desk phones (4)	530220				2,640	
Long distance	530220				-	
Other Utilities					-	
<b>Subtotal Utilities</b>					<b>2,640</b>	

Division: Office of Community & Economic Development  
 Department: OCED  
 Department No: 174  
 Expenses

<i>Description</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
<b>Vehicles &amp; Equipment</b>						
<i>Subtotal Vehicle &amp; Equipment</i>					-	
<b>Other Expenses</b>						
<i>Brownfields</i>						
<i>Truck Stop, Pond View Ave</i>	530109		2	2000	4,000	DEP classification fines
Lower Millyard / Heritage Park	530109		1		-	testing, site classification, ROA,
DPW Building	530109		1		-	environmental assessment
School St Space Age cleaners	530109		1		-	cleanup assessment, MassDev
High St, Upper Millyard	530109		1	1800	1,800	final closeout report, AUL
Wter Street National Grid	530109		1		-	National grid cleanup review
<i>Subtotal Other Expenses</i>					5,800	

Division: Office of Community & Economic Development  
 Department: Conservation  
 Department No: 171  
 Roll Up

	FY09 Actual	FY10 Actual	FY11 Actual	FY12 Approp	FY13 Request	Variance	Appropriation
<b>EXPENSES</b>							
<b>Personnel</b>							
Salaries	23,144	21,146	22,128	24,400	39,070	14,670	
Overtime	-	-	-	-	-	-	
Other Personnel Expenses	-	-	-	-	-	-	
<b>Subtotal Personnel</b>	<b>23,144</b>	<b>21,146</b>	<b>22,128</b>	<b>24,400</b>	<b>39,070</b>	14,670	
						-	
<b>Operating Expenses</b>							
Advertising	179	-	-	300	300	-	
Building Maintenance	-	-	-	-	-	-	
Consultants	755	281	2,260	2,000	2,000	-	
Dues & Subscriptions	-	301	323	500	500	-	
Professional Development/Training	180	280	46	950	950	-	
Supplies	719	247	950	1,000	1,000	-	
Travel	111	-	-	1,182	1,182	0	
Utilities	166	345	370	360	1,080	720	
Vehicles & Equipment	-	-	-	-	-	-	
Other Expenses	-	-	-	1,750	1,750	-	
<b>Subtotal Operating Expenses</b>	<b>2,110</b>	<b>1,454</b>	<b>3,949</b>	<b>8,042</b>	<b>8,762</b>	720	
						-	
<b>Total Expenses</b>	<b>25,254</b>	<b>22,600</b>	<b>26,077</b>	<b>32,442</b>	<b>47,832</b>	15,390	

Division: Office of Community & Economic Development  
 Department: Conservation  
 Department No: 171  
 Salaries

<i>Name</i>	<i>Position</i>	<i>Current Munis Object Code</i>	<i>Base Salary</i>	<i>Longevity</i>	<i>Education Stipends</i>	<i>Uniform</i>	<i>Other Stipends</i>	<i>Total Salary</i>
Lopez, John	Conservation Agent	512262	33,670					33,670
	Conservation Secretary	512150	5,400					5,400
<b>Total Personnel</b>			<b>39,070</b>	-	-	-	-	<b>39,070</b>

Division: Office of Community & Economic Development  
Department: Conservation  
Department No: 171  
Expenses

<i>Description</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
<b>Advertising</b>						
Legal Notices Wetland Bylaw revisions	530210		1	300	300	
<b>Subtotal Advertising</b>					<b>300</b>	
<b>Building Maintenance</b>						
<b>Subtotal Building Maintenance</b>					-	
<b>Consultants</b>						
Densely Developed Area Petition	530005		1	2000	2,000	rivers act lower millyard exemption
	530005				-	
<b>Subtotal Consultant</b>					<b>2,000</b>	
<b>Dues &amp; Subscriptions</b>						
Dues	542310		1	500	500	MACC & Mass. Assoc. Wetland Scientists(MAWS)
<b>Subtotal Dues &amp; Subscriptions</b>					<b>500</b>	
<b>Professional Development &amp; Training</b>						
Regional Conference	530311		1	950	950	
In-House Workshop	530311				-	
MACC & MAWS Conference and Training	530311				-	
<b>Subtotal Professional Development/Training</b>					<b>950</b>	
<b>Supplies</b>						
Office Supplies			1	1000	1,000	
Misc. Paper, Pens, Toner, Etc.	542020				-	
Custodial Supplies					-	
Food Supplies					-	
Other Supplies					-	
Mass Regulations	542020				-	
<b>Subtotal Supplies</b>					<b>1,000</b>	
<b>Travel</b>						

Division: Office of Community & Economic Development

Department: Conservation

Department No: 171

Expenses

<i>Description</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
Trainings, conferences	571964	miles	2,318	0.51	1,182	
<b>Subtotal Travel</b>					<b>1,182</b>	
<b>Utilities</b>						
Electricity					-	
Natural Gas					-	
Telephone						
Fax line	530220	months	12	30	360	
cell phone	530220	months	12	60	720	
<b>Subtotal Utilities</b>					<b>1,080</b>	
<b>Vehicles &amp; Equipment</b>						
<b>Subtotal Vehicle &amp; Equipment</b>					-	
Printer			1	350	350	color printer
					350	
<b>Other Expenses</b>						
Densely developed rivers act	530410		1	1750	1,750	mapping
<b>Subtotal Other Expenses</b>					<b>1,750</b>	



Division: Office of Community & Economic Development  
Department: Planning Board  
Department No: 175  
Roll Up

	FY09 Actual	FY10 Actual	FY11 Actual	FY12 Approp	FY13 Request	Variance	Appropriation
<b>EXPENSES</b>							
<b>Personnel</b>							
Salaries	4,020	2,734	5,498	5,400	5,400	-	
Overtime	-	-	-	-	-	-	
Other Personnel Expenses	-	-	-	-	-	-	
<b>Subtotal Personnel</b>	<b>4,020</b>	<b>2,734</b>	<b>5,498</b>	<b>5,400</b>	<b>5,400</b>	-	
<b>Operating Expenses</b>							
Advertising	1,626	75	435	1,000	1,000	-	
Building Maintenance	-	-	-	-	-	-	
Consultants	3,129	-	-	4,000	4,000	-	
Dues & Subscriptions	165	348	90	500	500	-	
Professional Development/Training	488	-	45	400	400	-	
Supplies	399	244	562	300	300	-	
Travel	6	-	182	128	128	-	
Utilities	-	-	-	-	-	-	
Vehicles & Equipment	-	-	-	-	-	-	
Other Expenses	492	-	4,400	4,000	4,000	-	
<b>Subtotal Operating Expenses</b>	<b>6,305</b>	<b>667</b>	<b>5,713</b>	<b>10,328</b>	<b>10,328</b>	-	
<b>Total Expenses</b>	<b>10,325</b>	<b>3,401</b>	<b>11,212</b>	<b>15,728</b>	<b>15,728</b>	-	

Division: Office of Community & Economic Development  
Department: Planning Board  
Department No: 175  
Salaries

---

<i>Name</i>	<i>Position</i>	<i>Current Munis Object Code</i>	<i>Base Salary</i>	<i>Longevity</i>	<i>Education Stipends</i>	<i>Uniform</i>	<i>Other Stipends</i>	<i>Total Salary</i>
Board Secretary	Administrative Assistance	512150	5,400					5,400

---

Division: Office of Community & Economic Development  
 Department: Planning Board  
 Department No: 175  
 Expenses

<i>Description</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
<b>Advertising</b>						
Legal Notices	530210		4	250	1,000	zoning amendments
<b>Subtotal Advertising</b>					<b>1,000</b>	
<b>Building Maintenance</b>						
<b>Subtotal Building Maintenance</b>					-	
<b>Consultants</b>						
Lower Millyard master plan	530005		1	4000	4,000	subdivision & zoning
General Consulting	530005				-	
<b>Subtotal Consultant</b>					<b>4,000</b>	
<b>Dues &amp; Subscriptions</b>						
Professional Organizations	542310		1	500	500	
<b>Subtotal Dues &amp; Subscriptions</b>					<b>500</b>	
<b>Professional Development &amp; Training</b>						
Board training	530311		1	400	400	
<b>Subtotal Professional Development/Training</b>					<b>400</b>	
<b>Supplies</b>						
Office Supplies	542020		1	300	300	
Custodial Supplies					-	
Food Supplies					-	
Other Supplies					-	
<b>Subtotal Supplies</b>					<b>300</b>	
<b>Travel (In and Out of State)</b>						
Travel to seminars and conferences	571964	miles	250	0.51	128	
<b>Subtotal Travel</b>					<b>128</b>	
<b>Utilities</b>						

Division: Office of Community & Economic Development  
 Department: Planning Board  
 Department No: 175  
 Expenses

<i>Description</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
<i>Subtotal Utilities</i>					-	
<b>Vehicles &amp; Equipment</b>						
<i>Subtotal Vehicle &amp; Equipment</i>					-	
<b>Other Expenses</b>						
Printing	530230		1	2000	2,000	open space recreation plan
Equipment	530490		1	2000	2,000	projector, spreens, laptop
<i>Subtotal Other Expenses</i>					<b>4,000</b>	

Division: Office of Community & Economic Development  
 Department: Zoning Board of Appeals  
 Department No: 176  
 Roll Up

	FY09 Actual	FY10 Actual	FY11 Actual	FY12 Approp	FY13 Request	Variance	Appropriation
<b>EXPENSES</b>							
<b>Personnel</b>							
Salaries	3,173	1,605	3,818	4,400	4,400	-	
Overtime	-	-	-	-	-	-	
Other Personnel Expenses	-	-	-	-	-	-	
<b>Subtotal Personnel</b>	<b>3,173</b>	<b>1,605</b>	<b>3,818</b>	<b>4,400</b>	<b>4,400</b>	<b>-</b>	
<b>Operating Expenses</b>							
Advertising	2,168	169	47	400	400	-	
Building Maintenance	-	-	-	-	-	-	
Consultants	-	-	-	-	-	-	
Dues & Subscriptions	204	85	-	420	420	-	
Professional Development/Training	123	270	-	-	-	-	
Supplies	818	209	411	525	525	-	
Travel	-	70	-	146	146	-	
Utilities	-	-	-	-	-	-	
Vehicles & Equipment	-	-	-	-	-	-	
Other Expenses	-	-	-	-	-	-	
<b>Subtotal Operating Expenses</b>	<b>3,313</b>	<b>803</b>	<b>458</b>	<b>1,491</b>	<b>1,491</b>	<b>-</b>	
<b>Total Expenses</b>	<b>6,486</b>	<b>2,408</b>	<b>4,276</b>	<b>5,891</b>	<b>5,891</b>	<b>-</b>	

Division: Office of Community & Economic Development  
 Department: Zoning Board of Appeals  
 Department No: 176  
 Salaries

<i>Name</i>	<i>Position</i>	<i>Current Munis Object Code</i>	<i>Base Salary</i>	<i>Shift Differential</i>	<i>Longevity</i>	<i>Education Stipends</i>	<i>Uniform</i>	<i>Other Stipends</i>	<i>Total Salary</i>
Board Secretary	Administrative services	512150	4,400						4,400

Division: Office of Community & Economic Development  
Department: Zoning Board of Appeals  
Department No: 176  
Expenses

<i>Description</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
<b>Advertising</b>						
Legal Notices	530210				400	
<b>Subtotal Advertising</b>					<b>400</b>	
<b>Building Maintenance</b>						
<b>Subtotal Building Maintenance</b>					-	
<b>Consultants</b>						
<b>Subtotal Consultant</b>					-	
<b>Dues &amp; Subscriptions</b>						
Mass Federation of Planning	542310				420	
<b>Subtotal Dues &amp; Subscriptions</b>					<b>420</b>	
<b>Professional Development &amp; Training</b>						
<b>Subtotal Professional Development/Training</b>					-	
<b>Supplies</b>						
Office Supplies	542020				525	
Custodial Supplies					-	
Food Supplies					-	
Other Supplies					-	
<b>Subtotal Supplies</b>					<b>525</b>	
<b>Travel</b>						
Mileage, tolls, parking	571964	miles	-	0.51	146	
<b>Subtotal Travel</b>					<b>146</b>	
<b>Utilities</b>						
<b>Subtotal Utilities</b>					-	
<b>Vehicles &amp; Equipment</b>						
<b>Subtotal Vehicle &amp; Equipment</b>					-	
<b>Other Expenses</b>						
<b>Subtotal Other Expenses</b>					-	

Division: Inspectional Services  
 Department: Inspectional Services  
 Department No: 241  
 Roll Up

	FY09 Actual	FY10 Actual	FY11 Actual	FY12 Approp	FY13 Request	Variance	Appropriation
<b>EXPENSES</b>							
<b>Personnel</b>							
Salaries	229,368	156,346	164,426	166,253	168,410	2,158	
Overtime	3,565	2,369	1,852	2,000	2,000	-	
Other Personnel Expenses	5,182	-	-	-	2,000	2,000	
<b>Subtotal Personnel</b>	<b>238,115</b>	<b>158,715</b>	<b>166,278</b>	<b>168,253</b>	<b>172,410</b>	4,158	
<b>Operating Expenses</b>							
Advertising	51	-	-	-	-	-	
Building Maintenance	-	-	-	-	-	-	
Consultants	11,433	23,475	-	-	-	-	
Dues & Subscriptions	845	697	339	-	-	-	
Professional Dev./Training	924	-	845	4,400	3,700	(700)	
Supplies	2,233	1,939	1,757	3,000	3,250	250	
Travel	15,284	13,569	14,152	12,720	13,320	600	
Utilities	2,659	985	1,299	2,280	2,016	(264)	
Vehicles & Equipment	375	-	-	-	-	-	
Other Expenses	5,427	-	-	-	-	-	
<b>Subtotal Operating Expenses</b>	<b>39,231</b>	<b>40,665</b>	<b>18,392</b>	<b>22,400</b>	<b>22,286</b>	(114)	
<b>Total Expenses</b>	<b>277,346</b>	<b>199,380</b>	<b>184,670</b>	<b>190,653</b>	<b>194,696</b>	4,044	



Division: Inspectional Services  
 Department: Inspectional Services  
 Department No: 241  
 Salaries

<i>Name</i>	<i>Position</i>	<i>Current Munis Object Code</i>	<i>Base Salary</i>	<i>Longevity</i>	<i>Education Stipends</i>	<i>Uniform</i>	<i>Other Stipends</i>	<i>Total Salary</i>
Burdick, Brett	Plumbing/Gas Inspector	511242	21,768	-	-	650	-	22,418
Kirk, Ron	Asst. Electrical Inspector	512247	500	-	-	-	-	500
Lickteig, Donna	Admin. Assistant	511179	48,485	4,633	-	-	-	53,118
Magliaro, Mike	Asst. Plumbing/Gas Inspector	512248	500	-	-	-	-	500
McBride, Barry	Electrical Inspector	512241	23,566	-	-	650	-	24,216
Nadeau, Denis	Building Commissioner	511240	62,432	3,076	-	650	-	66,158
Sinibaldi, Bob	Asst. Building Inspector	512240	1,500	-	-	-	-	1,500
Vacant	Secretary		-	-	-	-	-	-
<b>Total Personnel</b>			<b>158,751</b>	<b>7,709</b>	<b>-</b>	<b>1,950</b>	<b>-</b>	<b>168,410</b>

Division: Inspectional Services  
 Department: Inspectional Services  
 Department No: 241  
 Other Personnel

<i>Overtime</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Hours</i>	<i>Hrly Rate (\$)</i>	<i>Total</i>	<i>Notes</i>
General		Hours				
Recall Overtime	513100	Hours			2,000	
Training Overtime		Hours			-	
<b>Subtotal Overtime</b>					<b>2,000</b>	

<i>Other Personnel Expenses</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total</i>	<i>Notes</i>
Medical Expenses					-	
Tuition Reimbursement					-	
Training					-	
<b>Subtotal Overtime</b>					<b>2,000</b>	

Division: Inspectional Services  
Department: Inspectional Services  
Department No: 241  
Expenses

<i>Description</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
<b>Advertising</b>						
<i>Subtotal Advertising</i>					-	
<b>Building Maintenance</b>						
<i>Subtotal Building Maintenance</i>					-	
<b>Consultants</b>						
<i>Subtotal Consultant</i>					-	
<b>Dues &amp; Subscriptions</b>						
Building,Plumbing,gas and Electrical Inspectors	542310				-	
<i>Subtotal Dues &amp; Subscriptions</i>					-	
<b>Professional Development &amp; Training</b>						
Annual Building commissioners Seminar (Amherst) + Required Training	530311	annual			2,300	
Annual Electrical Seminars	530311	quarterly	4	175	700	
Plumbing/Gas Inspector Seminars	530311	quarterly	4	175	700	
<i>Subtotal Professional Development/Training</i>					<b>3,700</b>	
<b>Supplies</b>						
<i>Office Supplies</i>						
General Office Supplies	542020				3,250	file cabinets, printing supplies
Preprinted Forms, Permit & Violation cards, Business Card	542030				-	
<i>Subtotal Supplies</i>					<b>3,250</b>	
<b>Travel (In and Out of State)</b>						
Monthly milage for Plumbing/gas and Electrical inspectors	571964	mileage	-	0.51	6,120	
Mileage for Building inspector	571964	monthly	12	600	7,200	
<i>Subtotal Travel</i>					<b>13,320</b>	
<b>Utilities</b>						
Electricity					-	
Natural Gas					-	
Telephone						

Division: Inspectional Services  
 Department: Inspectional Services  
 Department No: 241  
 Expenses

<i>Description</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
Cell Phones (1)	530220	monthly	12	40	480	
Desk phones (4)	530220	monthly	12	128	1,536	
Other Utilities					-	
<b>Subtotal Utilities</b>					<b>2,016</b>	
<b>Vehicles &amp; Equipment</b>						
<b>Subtotal Vehicle &amp; Equipment</b>					-	
<b>Other Expenses</b>						
<b>Subtotal Other Expenses</b>					-	

Division: Inspectional Services  
 Department: Weights & Measures  
 Department No: 244  
 Roll Up

	FY09 Actual	FY10 Actual	FY11 Actual	FY12 Approp	FY13 Request	Variance	Appropriation
<b>EXPENSES</b>							
<b>Operating Expenses</b>							
Advertising	-	-	-	-	-	-	
Building Maintenance	-	-	-	-	-	-	
Consultants	-	-	-	-	-	-	
Dues & Subscriptions	-	-	-	-	-	-	
Professional Development/Trainin	-	-	-	-	-	-	
Supplies	-	-	-	-	-	-	
Travel	-	-	-	-	-	-	
Utilities	-	-	-	-	-	-	
Vehicles & Equipment	-	-	-	-	-	-	
Other Expenses	4,000	4,000	4,000	4,500	4,500	-	
<b>Subtotal Operating Expenses</b>	<b>4,000</b>	<b>4,000</b>	<b>4,000</b>	<b>4,500</b>	<b>4,500</b>	-	
<b>Total Expenses</b>	<b>4,000</b>	<b>4,000</b>	<b>4,000</b>	<b>4,500</b>	<b>4,500</b>	-	

Division: Inspectional Services  
 Department: Weights & Measures  
 Department No: 244  
 Expenses

<i>Description</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
Advertising						
<i>Subtotal Advertising</i>					-	
Building Maintenance						
<i>Subtotal Building Maintenance</i>					-	
Consultants						
<i>Subtotal Consultant</i>					-	
Dues & Subscriptions						
<i>Subtotal Dues &amp; Subscriptions</i>					-	
Professional Development & Training						
<i>Subtotal Professional Development/Training</i>					-	
Supplies						
<i>Subtotal Supplies</i>					-	
Travel (In and Out of State)						
<i>Subtotal Travel</i>					-	
Utilities						
<i>Subtotal Utilities</i>					-	
Vehicles & Equipment						
<i>Subtotal Vehicle &amp; Equipment</i>					-	
Other Expenses						
Expense Reimbursement	557100				4,500	
<i>Subtotal Other Expenses</i>					<b>4,500</b>	

Division: Regional Health Services  
 Department: Regional Health Services  
 Department No: 510

	FY09 Actual	FY10 Actual	FY11 Actual	FY12 Approp	FY13 Request	Variance	Appropriation
<b>EXPENSES</b>							
<b>Personnel</b>							
Salaries	-	49,348	94,046	78,198	79,371	1,173	
Overtime	-	-	-	-	-	-	
Other Personnel Expenses	-	-	-	-	-	-	
<b>Subtotal Personnel</b>	-	<b>49,348</b>	<b>94,046</b>	<b>78,198</b>	<b>79,371</b>	<b>1,173</b>	
<b>Operating Expenses</b>							
Advertising	-	-	446	600	600	-	
Building Maintenance	-	-	-	-	-	-	
Consultants	-	-	-	-	-	-	
Dues & Subscriptions	-	-	78	400	400	-	
Professional Development/Training	-	-	863	1,500	1,500	-	
Supplies	-	77	734	700	1,100	400	
Travel	-	214	741	2,900	6,600	3,700	
Utilities	-	357	1,296	2,980	2,604	(376)	
Vehicles & Equipment	-	169	-	500	500	-	
Other Expenses	-	5,614	46,093	65,183	67,115	1,932	
<b>Subtotal Operating Expenses</b>	-	<b>6,431</b>	<b>50,251</b>	<b>74,763</b>	<b>80,419</b>	<b>5,656</b>	
<b>Total Expenses</b>	-	<b>55,779</b>	<b>144,297</b>	<b>152,961</b>	<b>159,790</b>	<b>6,829</b>	

Division: Regional Health Services  
 Department: Regional Health Services  
 Department No: 510  
 Salaries

<i>Name</i>	<i>Position</i>	<i>Current Munis Object Code</i>	<i>Base Salary</i>	<i>Longevity</i>	<i>Education Stipends</i>	<i>Uniform</i>	<i>Other Stipends</i>	<i>Total Salary</i>
Morris, Jack	Regional Health Director		-	-	-	-	-	79,371
<b>Total Personnel</b>			-	-	-	-	-	<b>79,371</b>



Division: Regional Health Services  
 Department: Regional Health Services  
 Department No: 510

<i>Description</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
<b>Advertising</b>						
Legal Notices		each	1	0	600	
<b>Subtotal Advertising</b>					<b>600</b>	
<b>Building Maintenance</b>						
<b>Subtotal Building Maintenance</b>					-	
<b>Consultants</b>						
<b>Subtotal Consultant</b>					-	
<b>Dues &amp; Subscriptions</b>						
Mass. Assoc. of Health Boards		each	1	0	100	
Mass. Health Officers Assoc.		each	1	0	50	
MEHA \$50./CHO \$78./SE \$60./SI \$60.				0	250	
<b>Subtotal Dues &amp; Subscriptions</b>					<b>400</b>	
<b>Professional Development &amp; Training</b>						
Annual Health Agent Seminar, MHOA Quarterly					1,500	
<b>Subtotal Professional Development/Training</b>					<b>1,500</b>	
<b>Supplies</b>						
Office Supplies					1,100	inkjet toner, fax toner, laserjet toner, file folders, labels, forms and fax for Health Nurse
<b>Subtotal Supplies</b>					<b>1,100</b>	
<b>Travel (In and Out of State)</b>						
Mileage to trainings, conferences, Region 3A meetings, Town business (inspections & meetings)		miles		0.51	6,600	
<b>Subtotal Travel</b>					<b>6,600</b>	
<b>Utilities</b>						
Electricity					-	
Natural Gas					-	

Division: Regional Health Services  
Department: Regional Health Services  
Department No: 510

<i>Description</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
<i>Telephone</i>						
Desk Phone (2)		month	12	0	1,080	
Cell Phones (1)		month	12	0	1,524	
Confidential Fax Line - Health Nurse		month	12	0	624	
<b><i>Subtotal Utilities</i></b>					<b>2,604</b>	
<b>Vehicles &amp; Equipment</b>					500	Repairs to ACO Van
<b><i>Subtotal Vehicle &amp; Equipment</i></b>					<b>500</b>	
<b>Other Expenses</b>						
After Hours Animal Control Coverage / Captures		Hours	5,474	-	17,382	combine with captures
After Hours Animal Captures		each	24	-	-	
Beach Water Testing					1,550	
Public Health Nurse Services					23,308	
Household Hazardous Waste Day					3,000	
Regional Animal Control Services					17,500	
Animal medical care			7	0	1,050	
Animal Disposal		calls	30	0	1,500	
Kenneling Dogs					1,200	
Kenneling Cats					625	
<b><i>Subtotal Other Expenses</i></b>					<b>67,115</b>	

**Division: Public Works**  
**Department: Public Services**  
**Department No: 400**  
**Roll Up**

	<b>FY09 Actual</b>	<b>FY10 Actual</b>	<b>FY11 Actual</b>	<b>FY12 Approp</b>	<b>FY13 Request</b>	<b>Variance</b>	<b>Appropriation</b>
<b>EXPENSES</b>							
<b>Personnel</b>							
Salaries	752,614	579,771	583,332	631,709	691,248	59,539	
Overtime	57,422	49,878	48,037	66,163	66,163	-	
Other Personnel Expenses	14,185	1,928	5,820	5,000	5,000	-	
<b>Subtotal Personnel</b>	<b>824,221</b>	<b>631,577</b>	<b>637,189</b>	<b>702,872</b>	<b>762,411</b>	59,539	
<b>Operating Expenses</b>							
Advertising	287	1,503	1,280	1,098	1,140	42	
Building Maintenance	93,915	44,886	129,654	59,500	29,000	(30,500)	
Consultants	2,010	577	975	5,000	5,000	-	
Dues & Subscriptions	401	556	2,805	7,635	7,635	-	
Professional Development/Training	2,371	2,118	2,212	1,500	1,500	-	
Supplies	89,620	127,121	136,602	114,612	120,112	5,500	
Travel	1,501	1,900	4,333	3,230	3,230	-	
Utilities	46,822	30,873	32,444	37,164	37,164	-	
Vehicles & Equipment	103,932	81,336	107,590	112,000	114,875	2,875	
Other Expenses	142,512	155,366	140,422	218,480	227,480	9,000	
<b>Subtotal Operating Expenses</b>	<b>483,371</b>	<b>446,236</b>	<b>558,317</b>	<b>560,219</b>	<b>547,136</b>	(13,083)	
<b>Total Expenses</b>	<b>1,307,592</b>	<b>1,077,813</b>	<b>1,195,506</b>	<b>1,263,091</b>	<b>1,309,547</b>	<b>46,456</b>	

Division: Public Works  
 Department: Public Services  
 Department No: 400  
 Salaries

Name	Position	Current Munis	Base Salary	Longevity	Uniform	Other	Total Salary
		Object Code				Stipends	
Dearborn, Peter	Foreman	511405	52,832	4,227	800	-	57,859
Desmarais, Robert	Director	511120	33,929	1,188	-	-	35,116
Dondero, Stephen	Foreman	511405	52,832	7,925	800	-	61,557
Donovan, Robert	Asst. Foreman	511407	51,314	7,697	800	-	59,811
Dow, Brian	Hvy. Equip. Oper.	511411	45,510	3,186	800	-	49,496
Fredette, Raymond	Asst. Foreman	411407	51,314	7,697	800	-	59,811
Kimball, Neal	Brick./Mason	511412	45,510	2,433	800	-	48,743
Lucier, Michael	Hvy. Equip. Oper.	511411	45,510	3,081	800	-	49,391
Manor, Peter	Engineer	511314	21,492	-	267	-	21,759
McGrane, Michael	Ch. Hvy. Equip. Oper.	511410	46,925	5,053	800	-	52,778
Pierce, Laurie	Adm. Assistant	511170	18,470	1,134	-	-	19,604
Stanwood, Ted	Mechanic	511408	37,540	2,628	800	-	40,968
Toleos, Denise	Adm. Assistant	511170	18,470	1,385			19,856
Vacant	Laborer	511417	29,099		800		29,899
Seniors	Part-Time Office	512301	17,800	-	-	-	17,800
Summer Help	Seasonal	512400	56,800	-	-	-	56,800
Summer Help Compost	Seasonal	512417	10,000	-	-	-	10,000
Vacant	Mechanic	511408	-	-	-	-	-
Vacant	Superintendent	511122	-	-	-	-	-
Vacant	Sk. Maint. Laborer	511417	-	-	-	-	-
Vacant	Sk. Maint. Laborer	511417	-	-	-	-	-
Vacant	Sk. Maint. Laborer	511417	-	-	-	-	-
Vacant	Sk. Maint. Laborer	511417	-	-	-	-	-
Vacant	Sk. Maint. Laborer	511417	-	-	-	-	-
<b>Total Personnel</b>			<b>635,348</b>	<b>47,633</b>	<b>8,267</b>	<b>-</b>	<b>691,248</b>

Division: Public Works  
 Department: Public Services  
 Department No: 400  
 Other Personnel

<i>Overtime</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Hours</i>	<i>Hrly Rate (\$)</i>	<i>Total</i>	<i>Notes</i>
General	513100	Hours	1,510	37.50	56,625	
Recall Overtime	513100	Hours	48	36.21	1,738	
Training Overtime		Hours			-	
Stand By Coverage		Hours			7,800	
<b>Subtotal Overtime</b>					<b>66,163</b>	

<i>Other Personnel Expenses</i>	<i>ent Munis Object</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total</i>	<i>Notes</i>
Medical Expenses					-	
Tuition Reimbursement					-	
Training					-	
Police Details	511211	Hours	125	40.00	5,000	
<b>Subtotal Overtime</b>					<b>5,000</b>	

Division: Public Works  
 Department: Public Services  
 Department No: 400  
 Expenses

<i>Description</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
<b>Advertising</b>						
Public Notices	530210		6	190	1,140	
<b>Subtotal Advertising</b>					<b>1,140</b>	
<b>Building Maintenance</b>						
Bldg and Grounds Maintenance	524005				25,000	
Lake Gardner Dam Inspection	524005				4,000	
<b>Subtotal Building Maintenance</b>					<b>29,000</b>	
<b>Consultants</b>						
Peer review Engineer	530005				5,000	
<b>Subtotal Consultant</b>					<b>5,000</b>	
<b>Dues &amp; Subscriptions</b>						
Pesticide Licenses	542310	each	2	60	120	
CDL Licenses	542310	each	4	60	240	
Professional Certificates	542310	each	3	175	525	
CDL Testing	542310	each	5	1,350	6,750	
<b>Subtotal Dues &amp; Subscriptions</b>					<b>7,635</b>	
<b>Professional Development &amp; Training</b>						
Safety training, public works prof development	530311				1,500	
<b>Subtotal Professional Development/Training</b>					<b>1,500</b>	
<b>Supplies</b>						
<i>Office Supplies</i>						
Postage	530200				200	
Office Supplies	542020				2,000	
Copier Leases	542020		12	243	2,912	
Custodial Supplies	545005				2,000	
Food Supplies					-	
<i>Other Supplies</i>						
Asphalt	553410	ton	1,100	70	77,000	
Performance Patch	553410				1,600	
Street Paving	553410				-	
Drain Pipe	553430				2,500	
Masonry Repairs to Catch Basins	553430				6,000	

Division: Public Works  
Department: Public Services  
Department No: 400  
Expenses

<i>Description</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
Frames/Grates/Covers	553430				7,200	
Backfill	553430				5,500	
Post and Stub	553440				750	
Stop Signs	553440				750	
Brackets & caps	553440				400	
Crosswalk bollard	553440	each	2	400	800	
Informational/directional signage	553440				-	
Street Signs	553440	in	1,000	2.00	2,000	
Tools	553402	Mechanics	2	500	1,000	
Cemetery Supplies	554450				7,500	
<b>Subtotal Supplies</b>					<b>120,112</b>	
<b>Travel (In and Out of State)</b>						
Travel to mtgs, conferences, etc	571964	mile	450	0.51	230	
Vehicle Stipend for Director, Engineer	571964	monthly	12	250	3,000	
<b>Subtotal Travel</b>					<b>3,230</b>	
<b>Utilities</b>						
Electricity	521001	month	12	1,000	12,000	
Natural Gas	521020	month	12	1,400	16,800	
Telephone					-	
Cell Phones (9)	530220	month	12	440	5,280	
Pager	530220	month	12	12	144	
Alarm/Security	530220	month	12	55	660	
Desk Phones	530220	month	12	190	2,280	
<b>Subtotal Utilities</b>					<b>37,164</b>	
<b>Vehicles &amp; Equipment</b>						
Office Equipment Purchases (Under \$5,000)						
Office Equipment Maintenance					500	Scanner/Plotter
Vehicle Lease-Purchase					23,000	LP 1 ton Truck
Vehicle Maintenance						
Maintenance Machinery and Equipment	524260				44,000	6k shifted to Rental Equipment
<b>Gasoline and Oil</b>	<b>548000</b>					
Gas		gallon	5,000	3.40	17,000	
Diesel		gallon	6,500	3.75	24,375	

Division: Public Works  
 Department: Public Services  
 Department No: 400  
 Expenses

<i>Description</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
Other Equipment	527322				6,000	Rental Equipment
<b>Subtotal Vehicle &amp; Equipment</b>					<b>114,875</b>	
<b>Other Expenses</b>						
<i>Tree Work</i>						
Emergency/Unscheduled Tree Work	529425				5,000	
Tree removal/pruning	529425	days	10	1,500	27,500	
Stump removal	529425		-		1,500	
Catch Basin Cleaning	529410	Per Basin	2,860	12.00	34,320	500 Basins 2x/yr
<i>Street Sweeping</i>						
Street Sweeping	529415	curb mile	152	105	15,960	
Parking Lots	529415	hr	100	30	3,000	
Misc	529415	hr	100	30	3,000	
Cemetery Paving	529417				3,000	
Drain Line Cleaning and TV inspection	529420	hr	24	350	8,400	
<i>Street Markings</i>						
Center and Fog Lines	553405	ft	400,000	0.04	16,000	
Paint	553405	gallon	550	12	6,600	
<i>HazMat Disposal and Treatment</i>						
Removal of Hazardous materials	529430	month	1	1,500	1,500	
Abandoned materials	529430	each	20	35	700	
Water Street DEP compliance fees	529430	annual	1	2,000	2,000	
Wharf Bldg Site testing	529430	annual	1	2,000	2,000	
Mowing	529418		1	97,000	97,000	
<b>Subtotal Other Expenses</b>					<b>227,480</b>	



Division: Public Works  
 Department: Sewer (Enterprise Fund)  
 Department No: 460  
 Roll Up

	FY09 Actual	FY10 Actual	FY11 Approp	FY12 Request	FY13 Request	Variance	Appropriation
<b>EXPENSES</b>							
<b>Personnel</b>							
Salaries	448,167	437,131	468,434	442,056	481,588	39,533	
Overtime	77,815	87,899	88,325	74,786	74,786	-	
Other Personnel Expenses	3,464	480	320	4,000	4,000	-	
<b>Subtotal Personnel</b>	<b>529,446</b>	<b>525,510</b>	<b>557,079</b>	<b>520,842</b>	<b>560,374</b>	<b>39,533</b>	
<b>Operating Expenses</b>							
Advertising	-	-	-	-	-	-	
Building Maintenance	57,776	50,565	47,275	54,000	54,000	-	
Consultants	-	-	14,458	45,000	45,000	-	
Dues & Subscriptions	85	307	123	1,000	1,000	-	
Professional Development	2,163	660	1,363	1,000	1,000	-	
Supplies	19,222	21,677	22,696	26,472	26,472	-	
Travel	2,338	-	3,914	3,000	3,000	-	
Utilities	203,784	220,008	225,412	237,600	237,600	-	
Vehicles & Equipment	32,505	57,805	80,807	62,500	52,800	(9,700)	
Other Expenses	310,309	379,247	367,919	475,500	472,500	(3,000)	
Debt	1,134,879	1,137,855	1,119,327	1,107,285	1,087,543	(19,742)	
Employee Benefits	183,184	180,037	183,408	206,587	185,968	(20,619)	
<b>Subtotal Operating Expenses</b>	<b>1,946,245</b>	<b>2,048,161</b>	<b>2,066,702</b>	<b>2,219,944</b>	<b>2,166,883</b>	<b>(53,061)</b>	
<b>Total Expenses</b>	<b>2,475,691</b>	<b>2,573,671</b>	<b>2,623,781</b>	<b>2,740,786</b>	<b>2,727,258</b>	<b>(13,528)</b>	

Division: Public Works  
 Department: Sewer (Enterprise Fund)  
 Department No: 460  
 Salaries

<i>Name</i>	<i>Position</i>	<i>Current Munis Object Code</i>	<i>Base Salary</i>	<i>Longevity</i>	<i>Education Stipend</i>	<i>Uniform</i>	<i>Other Stipends</i>	<i>Total Salary</i>
Geanoulis, Nicholas	Oper. II	511470	39,270	-	-	800	-	40,070
Fields, Marc	Laborer	511435	29,099			800		29,899
Crovetti, Ed	Chief Operator	511460	72,592	10,889	-	675	-	84,156
Desmarais, Robert	Director	511120	33,929	1,188	-	-	-	35,116
Field, Gary	Asst. Ch. Oper.	511462	52,832	7,925	-	800	-	61,557
Hughes, Robert	Meter Repairman	511477	23,462	2,346	-	400	-	26,209
Klein, Steve	Meter Reader	511480	20,238	1,012	-	400	-	21,650
LeBlanc, Brian	Repairman/Maint.	511468	51,314	7,598	-	800	-	59,712
Manor, Peter	Engineer	511314	21,493	-	-	267	-	21,760
Mitchell, Jamie	Oper. II	511470	43,091	-	-	800	-	43,891
Pierce, Laurie	Adm. Asst.	511170	16,162	1,212	-	-	-	17,374
Toleos, Denise	Adm. Asst.	511170	16,162	1,212	-	-	-	17,374
Seniors	Part-time office	512301	17,800	-	-	-	-	17,800
Stanwood, Theodore	Mechanic	511408	4,692	328	-		-	5,020
<b>Total Personnel</b>			<b>442,137</b>	<b>33,710</b>	<b>-</b>	<b>5,742</b>	<b>-</b>	<b>481,588</b>

Division: Public Works  
 Department: Sewer (Enterprise Fund)  
 Department No: 460  
 Other Personnel

<i>Overtime</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Hours</i>	<i>Hrly Rate (\$)</i>	<i>Total</i>	<i>Notes</i>
General	513100	Hours	777	40.16	31,208	
Scheduled Overtime	513100	-	988	40.16	39,678	
Standby Overtime	513100	-	-	-	3,900	
<b>Subtotal Overtime</b>					<b>74,786</b>	

<i>Other Personnel Expenses</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total</i>	<i>Notes</i>
Medical Expenses					-	
Tuition Reimbursement					-	
Training					-	
Police Details	511211	Hours	100	40.00	4,000	
<b>Subtotal Other Personnel Expenses</b>					<b>4,000</b>	

Division: Public Works  
 Department: Sewer (Enterprise Fund)  
 Department No: 460  
 Expenses

<i>Description</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
<b>Advertising</b>						
<i>Subtotal Advertising</i>					-	
<b>Building Maintenance</b>						
Buildings and Grounds Maintenance	524005				4,000	
Pump Stations	524007				50,000	
<i>Subtotal Building Maintenance</i>					<b>54,000</b>	
<b>Consultants</b>						
Permit Reporting, Billing Services	530005				45,000	
<i>Subtotal Consultant</i>					<b>45,000</b>	
<b>Dues &amp; Subscriptions</b>						
Dues and Subscriptions	542310	person			1,000	
<i>Subtotal Dues &amp; Subscriptions</i>					<b>1,000</b>	
<b>Professional Development &amp; Training</b>						
Training	530311	person			1,000	
<i>Subtotal Professional Development/Training</i>					<b>1,000</b>	
<b>Supplies</b>						
<i>Office Supplies</i>						
Postage	530200				7,500	
Engineering Copier Lease	532020	Month	12	123	1,472	
Office Supplies	542020				2,000	
Custodial Supplies	545005				2,000	
<i>Other Supplies</i>						
Lab Supplies	556410				10,000	
Pipes and Castings	556435				3,500	
<i>Subtotal Supplies</i>					<b>26,472</b>	
<b>Travel (In and Out of State)</b>						
In State Travel	571964	miles		0.510	-	
Milage for Director/Engineer	571964	monthly	12	250	3,000	
<i>Subtotal Travel</i>					<b>3,000</b>	

**Division: Public Works**  
**Department: Sewer (Enterprise Fund)**  
**Department No: 460**  
**Expenses**

<i>Description</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
<b>Utilities</b>						
Electricity	521001	month	12	15,800	189,600	
Natural Gas	521020	month	12	3,850	46,200	
Telephone (5 land lines, 1 cell)	530220	month	12	150	1,800	
Other Utilities					-	
<b>Subtotal Utilities</b>					<b>237,600</b>	
<b>Vehicles &amp; Equipment</b>						
<i>Vehicle Maintenance (include nonfuel consumables i.e. oil, filters)</i>						
Vehicle Maintenance	524300				2,000	
<i>Vehicle Fuel</i>						
Vehicle Gas and Oil	548000	gallons	2,000	3.40	6,800	
<i>Other Equipment</i>						
Maintenance Machinery	524260				25,000	
Rent Construction Equipment	527322				2,000	
Rent Commerical Equipment	537324				3,000	
Vehicle Insurance	574300				14,000	
<b>Subtotal Vehicle &amp; Equipment</b>					<b>52,800</b>	
<b>Other Expenses</b>						
BioSolids Disposal	529460				153,000	
Sewer Lab Work	530160				10,000	
Sewer Chemicals	556460				90,000	
Sewer Other	556461				15,000	
Meter Replacement	587100				50,000	
Meter Service	587100				2,500	
Lease Jetter	587100				27,000	80000 Lease Purchase 2nd year
Repair on Oak St	588100				90,000	
Inflow and Infiltration (I/I)	588100				10,000	
Liability Insurance	574022				25,000	
<b>Subtotal Other Expenses</b>					<b>472,500</b>	
<b>Debt</b>						
Principal Debt Long Term	593000				848,155	
Interest Long Term Debt	594000				239,388	
Interest Short Term Debt	594010				-	

Division: Public Works  
 Department: Sewer (Enterprise Fund)  
 Department No: 460  
 Expenses

<i>Description</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
<b><i>Subtotal Debt</i></b>					<b>1,087,543</b>	
<b>Employee Benefits</b>						
Group Health Insurance	517400				78,000	
Life Insurance	517401				250	
Dental Insurance	517403				1,500	
Medicare	517405				5,000	
Workers Compensation	517410				6,600	
Unemployment	517420				-	
Retirement	517490				94,618	
<b><i>Subtotal Employee Benefits</i></b>					<b>185,968</b>	

**Division: Public Works**  
**Department: Water (Enterprise Fund)**  
**Department No: 462**  
**Roll Up**

	<b>FY09 Actual</b>	<b>FY10 Actual</b>	<b>FY11 Actual</b>	<b>FY12 Approp</b>	<b>FY13 Request</b>	<b>Variance</b>	<b>Appropriation</b>
<b>EXPENSES</b>							
<b>Personnel</b>							
Salaries	618,403	644,721	696,680	665,083	691,361	26,278	
Overtime	98,475	104,966	128,126	117,218	117,218	-	
Other Personnel Expenses	5,889	6,705	4,872	4,000	4,000	-	
<b>Subtotal Personnel</b>	<b>722,767</b>	<b>756,392</b>	<b>829,678</b>	<b>786,301</b>	<b>812,578</b>	<b>26,278</b>	
<b>Operating Expenses</b>							
Advertising	403	4,857	2,336	7,200	7,200	-	
Building Maintenance	15,677	18,145	21,454	10,000	10,000	-	
Consultants	-	-	9,643	15,000	45,000	30,000	
Dues & Subscriptions	5,471	568	4,995	5,000	5,000	-	
Professional Development	2,076	-	749	1,800	1,800	-	
Supplies	45,197	124,604	139,516	118,555	172,180	53,625	
Travel	1,218	-	9,233	9,204	9,204	-	
Utilities	191,882	143,936	180,885	214,740	196,740	(18,000)	
Vehicles & Equipment	170,225	121,976	90,375	120,972	123,552	2,580	
Other Expenses	508,539	477,603	425,542	659,550	444,700	(214,850)	
Debt	554,122	643,722	659,976	886,018	1,107,329	221,311	
Employee Benefits	297,455	278,444	298,122	334,581	306,564	(28,017)	
<b>Subtotal Operating Expenses</b>	<b>1,792,265</b>	<b>1,813,855</b>	<b>1,842,826</b>	<b>2,382,620</b>	<b>2,429,269</b>	<b>46,649</b>	
<b>Total Expenses</b>	<b>2,515,032</b>	<b>2,570,247</b>	<b>2,672,504</b>	<b>3,168,921</b>	<b>3,241,848</b>	<b>72,927</b>	

Division: Public Works  
 Department: Water (Enterprise Fund)  
 Department No: 462  
 Salaries

<i>Name</i>	<i>Position</i>	<i>Current Munis Object Code</i>	<i>Base Salary</i>	<i>Shift Differential</i>	<i>Longevity</i>	<i>Education Stipend</i>	<i>Uniform</i>	<i>Other Stipends</i>	<i>Total Salary</i>
Desmarais, Robert	Director	511120	33,929	-	1,188	-	-	-	35,116
Dion, Jim	Oper. 1	511465	51,314	5,645	5,138	-	800	-	62,897
Higgins, Jim	Cross Connection	511463	51,314	4,433	4,098	-	800	-	60,645
Hughes, Robert	Meter Repairman	511477	23,462		2,346	-	400	-	26,209
Interns		512301	20,800	-	-	-	-	-	20,800
Klein, Steve	Meter Reader	511480	20,239		659	-	400	-	21,298
Leblanc, Justin	S. M. Laborer	511417	34,923				800		35,723
Lickteig, Bill	Oper. 1	511465	51,314		5,132	-	800	-	57,246
Manor, Peter	Engineer	511314	21,493	-	-	-	267	-	21,760
Mason, Jeff	Water Sys. Mgr.	511460	72,592		10,889	-	675	-	84,156
Moore, Mike	Foreman	511405	52,832	-	7,925	-	800	-	61,557
Pierce, Laurie	Adm. Asst.	511170	18,470	-	1,385	-	-	-	19,856
Rogers, Tom	Asst. Ch. Oper.	511462	52,832	-	5,284	-	800	-	58,916
Toleos, Denise	Adm. Asst.	511170	18,470	-	1,385	-	-	-	19,855
Stanwood, Theodore	Mechanic	511408	4,692		286	-	-	-	4,978
Vacant	Laborer	511417	30,139				800		30,939
Wilson, Barry	Asst. Ch. Oper.	511462	52,832	8,717	7,061	-	800	-	69,410
<b>Total Personnel</b>			<b>611,648</b>	<b>18,795</b>	<b>52,776</b>	<b>-</b>	<b>8,142</b>	<b>-</b>	<b>691,361</b>



Division: Public Works  
 Department: Water (Enterprise Fund)  
 Department No: 462  
 Other Personnel

<i>Overtime</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Hours</i>	<i>Hrly Rate (\$)</i>	<i>Total</i>	<i>Notes</i>
General	513100	Hours	2,095	39.83	83,444	
Vacation Coverage	513100	Hours	750	39.83	29,874	
Training Overtime		Hours			-	
Call Back Stipend	513100				3,900	
<b>Subtotal Overtime</b>					<b>117,218</b>	

<i>Other Personnel Expenses</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total</i>	<i>Notes</i>
Medical Expenses					-	
Tuition Reimbursement					-	
Training					-	
Police Details	511211		100	-	4,000	
<b>Subtotal Other Personnel Expenses</b>					<b>4,000</b>	

Division: Public Works  
 Department: Water (Enterprise Fund)  
 Department No: 462  
 Expenses

<i>Description</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
<b>Advertising</b>						
Legal Notices/Advertising	530210		12	350	4,200	
Consumer Confidence Report	530210				3,000	
<b>Subtotal Advertising</b>					<b>7,200</b>	
<b>Building Maintenance</b>						
Buildings and Grounds Maintenance	524005				10,000	
<b>Subtotal Building Maintenance</b>					<b>10,000</b>	
<b>Consultants</b>						
Peer Review, Engineering, Billing Services	530005				45,000	Pennichuck Billing Services
<b>Subtotal Consultant</b>					<b>45,000</b>	
<b>Dues &amp; Subscriptions</b>						
Professional Water organizations and publications	542310				600	
MADEP SDWA Fee	542310				4,400	
<b>Subtotal Dues &amp; Subscriptions</b>					<b>5,000</b>	
<b>Professional Development &amp; Training</b>						
Training	530311	person	6	300	1,800	
<b>Subtotal Professional Development/Training</b>					<b>1,800</b>	
<b>Supplies</b>						
<i>Office Supplies</i>						
Postage - Water Bills, General	530200				8,500	
Postage - Consumer Confidence Report	530200		6,000	1	3,180	
Office Supplies	542020				2,000	
Custodial Supplies	545005				2,000	
Food Supplies	542212					
<i>Other Supplies</i>						
Tools	553402				2,000	
AsphaltProducts	553410	tons	175	65	50,000	Various Streets
Pipes and castings	556435				30,000	Various Streets
<i>Water Meters</i>						
Water Meters - Residential	556462		60	250	15,000	New Growth/failed Meters
Water Meters- Parts	556462				1,000	

Division: Public Works  
 Department: Water (Enterprise Fund)  
 Department No: 462  
 Expenses

<i>Description</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
Water Meters- Commercial & Industrial	556462		-	-	-	
Water Meters- Replacement Program	587100		200	250	50,000	
Water Meters- Service	556462				2,500	
Hydrants	556464			-	6,000	
<b>Subtotal Supplies</b>					<b>172,180</b>	
<b>Travel (In and Out of State)</b>						
Travel to meetings, conferences	571964	miles	400	0.510	204	
Milage for Director/Engineer/WSM	571964	monthly	12	750	9,000	
<b>Subtotal Travel</b>					<b>9,204</b>	
<b>Utilities</b>						
Electricity	521001	month	12	12,500	150,000	
Natural Gas	521020	month	12	3,500	42,000	
Telephone						
Nextel (2)	530220	month	12	85	1,020	
Smart Phone (1)	530220	month	12	70	840	
Telephone (4)	530220	month	12	160	1,920	
Land Line	530220	month	12	80	960	
Other Utilities					-	
<b>Subtotal Utilities</b>					<b>196,740</b>	
<b>Vehicles &amp; Equipment</b>						
<i>Office Equipment Purchases (Under \$5,000)</i>						
Engineering copier lease	542020	month	12	123	1,472	
<i>Office Equipment Maintenance</i>						
Misc computer part inventory	542020				600	
<i>Vehicle Maintenance (include nonfuel consumables i.e. oil, filters)</i>						
Vehicle Maintenance	524300				25,000	
<i>Vehicle Fuel</i>						
Vehicle Gas and Oil	548000	gallons	7,200	3.40	24,480	
<i>Other Equipment</i>						
Vehicle Lease Purchase	587100				23,000	2nd Payment Pickups
Maintenance Machinery and Equipment	524260	each			30,000	
Rent Construction Equipment	527322				6,000	
Vehicle Insurance	574300	annual			13,000	
<b>Subtotal Vehicle &amp; Equipment</b>					<b>123,552</b>	

**Division: Public Works**  
**Department: Water (Enterprise Fund)**  
**Department No: 462**  
**Expenses**

<i>Description</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
<b>Other Expenses</b>						
<i>Lab Work</i>						
Synthetic Organic Contaminants	530110				1,900	
Trihalomethanes & Haloacetic Acids	530110		4	2,500	10,000	
Volatile Organic Contaminants	530110				2,900	
Inorganic Contaminants	530110				1,000	
Secondary Contaminants	530110				800	
Lead and Copper	530110				5,000	
UCMR2 (List 1 & 2)	530110				-	
Cryptosporidium and Giardia (LT2)	530110				5,500	
Perchlorate	530110				300	
Total Organic Compounds	530110				3,600	
IDSE	530110				-	
<i>Lab Supplies</i>						
Bacteria and certification	556410				4,000	
Reagents for testing	556410				2,500	
Lab equipment maintenance parts	556410				3,000	
sample bottles and glassware	556410				1,500	
Misc. (gloves, wipes, cleaners,etc.)	556410				1,000	
<i>Water Chemicals</i>						
Aluminum Sulfate	556463	gallons	65,000	1.3	84,500	
Polymer	556463				25,000	
Sodium Hydroxide	556463	gallons	31,500	2.1	66,150	
Sodium Hypochlorite	556463		7,500	1.5	11,250	
Potassium Permanganate	556463		3,000	3.0	9,000	
Granular Activated Carbon	556463		1,750	30.0	52,500	
Phosphate Compound	556463		2,650	2.0	5,300	
Misc (Pipe Disinfectant, Red-B-Gone, etc)	556463				3,000	
Sludge Disposal	578100				-	
Sludge removal	578100				30,000	
Analysis and permits	578100				15,000	
Field maintenance	578100				15,000	
Lagoon maintenance	578100				5,000	
<i>Capital Projects</i>						
Contractor	578100				50,000	Various Streets
Liability Insurance	574022				30,000	

Division: Public Works  
 Department: Water (Enterprise Fund)  
 Department No: 462  
 Expenses

<i>Description</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
<b><i>Subtotal Other Expenses</i></b>					<b>444,700</b>	
<b>Debt</b>						
Principal Long Term	593000				529,426	
Interest Long Term	594000				402,903	
Interest Short Term	594010				175,000	
<b><i>Subtotal Debt</i></b>					<b>1,107,329</b>	
<b>Employee Benefits</b>						
Group Health Insurance	517400				123,800	
Life Insurance	517401				800	
Group Medex/MGD Blue Insur	517402				7,000	
Dental Insurance	517403				3,800	
Medicare	517405				6,000	
Workers Compensation	517410				11,200	
Unemployment	517420				-	
Retirement	517490				153,964	
<b><i>Subtotal Employee Benefits</i></b>					<b>306,564</b>	

Division: Public Works  
 Department: Recycle & Refuse  
 Department No: 433  
 Roll Up

	FY09 Actual	FY10 Actual	FY11 Actual	FY12 Approp	FY13 Request	Variance	Appropriation
<b>EXPENSES</b>							
<b>Personnel</b>							
Salaries	-	-	-	-	-	-	
Overtime	-	-	-	-	-	-	
Other Personnel Expenses	-	-	-	-	-	-	
<b>Subtotal Personnel</b>	-	-	-	-	-	-	
<b>Operating Expenses</b>							
Refuse Disposal	933,609	834,772	845,826	975,493	990,493	15,000	
Recycling	67,568	-	90	3,625	3,625	-	
Compost Facility	685	-	-	-	-	-	
<b>Subtotal Operating Expenses</b>	<b>1,001,862</b>	<b>834,772</b>	<b>845,916</b>	<b>979,118</b>	<b>994,118</b>	<b>15,000</b>	
<b>Total Expenses</b>	<b>1,001,862</b>	<b>834,772</b>	<b>845,916</b>	<b>979,118</b>	<b>994,118</b>	<b>15,000</b>	

Division: Public Works  
 Department: Recycle & Refuse  
 Department No: 433  
 Expenses

<i>Description</i>	<i>Current Munis</i>		<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
	<i>Object Code</i>						
<b>Refuse Disposal</b>							
Solid Waste and Recycling Pick Up	529100	Flat Fee				625,800	
Disposal	529100	ton	5,300	68.81		364,693	
<b>Subtotal Refuse Removal</b>						<b>990,493</b>	
<b>Recycling</b>							
Add Toters	529110	each	25	65.00		1,625	
Recycling and Compost Stickers	529110	each	500	4.00		2,000	
<b>Subtotal Recycling</b>						<b>3,625</b>	

Division: Public Works  
Department: Snow & Ice  
Department No: 423  
Roll Up

	FY09 Actual	FY10 Actual	FY11 Actual	FY12 Approp	FY13 Request	Variance	Appropriation
<b>EXPENSES</b>							
<b>Personnel</b>							
Salaries	-	-	-	-	-	-	
Overtime	92,378	40,615	77,905	49,894	49,894	-	
Other Personnel Expenses	-	-	-	-	-	-	
<b>Subtotal Personnel</b>	<b>92,378</b>	<b>40,615</b>	<b>77,905</b>	<b>49,894</b>	<b>49,894</b>	-	
<b>Operating Expenses</b>							
Advertising	-	-	-	-	-	-	
Building Maintenance	-	-	-	-	-	-	
Consultants	-	-	-	-	-	-	
Dues & Subscriptions	-	-	-	-	-	-	
Professional Development/Training	-	-	-	-	-	-	
Supplies	150,584	116,049	164,363	116,000	116,000	-	
Travel	-	-	-	-	-	-	
Utilities	-	-	-	-	-	-	
Vehicles & Equipment	223,235	83,331	306,870	59,106	59,106	-	
Other Expenses	-	-	-	-	-	-	
<b>Subtotal Expenses</b>	<b>373,819</b>	<b>199,380</b>	<b>471,233</b>	<b>175,106</b>	<b>175,106</b>	-	
<b>Total Expenses</b>	<b>466,197</b>	<b>239,995</b>	<b>549,138</b>	<b>225,000</b>	<b>225,000</b>	-	



Division: Public Works  
 Department: Snow & Ice  
 Department No: 423  
 Other Personnel

<i>Overtime</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Hours</i>	<i>Hrly Rate (\$)</i>	<i>Total</i>	<i>Notes</i>
General	513100	Hours	1,213	38.00	46,094	
Recall Overtime		Hours	100	38.00	3,800	
Training Overtime		Hours			-	
<b>Subtotal Overtime</b>					<b>49,894</b>	

<i>Other Personnel Expenses</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total</i>	<i>Notes</i>
Medical Expenses					-	
Tuition Reimbursement					-	
Training					-	
<b>Subtotal Overtime</b>					-	

Division: Public Works  
Department: Snow & Ice  
Department No: 423  
Expenses

<i>Description</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
<b>Advertising</b>						
<i>Subtotal Advertising</i>					-	
<b>Building Maintenance</b>						
<i>Subtotal Building Maintenance</i>					-	
<b>Consultants</b>						
<i>Subtotal Consultant</i>					-	
<b>Dues &amp; Subscriptions</b>						
<i>Subtotal Dues &amp; Subscriptions</i>					-	
<b>Professional Development &amp; Training</b>						
<i>Subtotal Professional Development/Training</i>					-	
<b>Supplies</b>						
Office Supplies						
Custodial Supplies						
Food Supplies	542212				1,000	
<i>Other Supplies</i>						
Salt	557421				100,000	
Sand	557422				15,000	
<i>Subtotal Supplies</i>					<b>116,000</b>	
<b>Vehicles &amp; Equipment</b>						
Office Equipment Purchases (Under \$5,000)						
Office Equipment Maintenance						
<i>Vehicle Maintenance (include nonfuel consumables i.e. oil, filters)</i>						
Vehicle Maintenance	524300				25,000	
<i>Vehicle Fuel</i>					-	
Vehicle Gas and Oil	548000	gallons	1,000	3.4	3,400	
<i>Other Equipment</i>						
Contract Plows	527322				30,706	
<i>Subtotal Vehicle &amp; Equipment</i>					<b>59,106</b>	
<b>Other Expenses</b>						
<i>Subtotal Other Expenses</i>					-	

Division: Shared Expenses  
 Department: Employee Benefits  
 Department: No: 911  
 Roll Up

	FY09 Actual	FY10 Actual	FY11 Actual	FY12 Approp	FY13 Request	Variance	Appropriation
<b>EXPENSES</b>							
<b>Personnel</b>							
Salaries	-	-	-	-	-	-	
Overtime	-	-	-	-	-	-	
Other Personnel Expenses	-	-	-	-	-	-	
<b>Subtotal Personnel</b>	-	-	-	-	-	-	
<b>Operating Expenses</b>							
Health Insurance	1,935,599	1,856,548	1,989,775	2,315,000	2,010,850	(304,150)	
Life Insurance	13,359	12,016	11,822	12,500	10,300	(2,200)	
Medex	315,076	325,117	338,492	351,000	348,000	(3,000)	
Dental	32,218	30,483	44,178	45,500	74,700	29,200	
Medicare	97,509	94,852	99,071	115,000	115,000	-	
Accidental Death	1,174	1,107	1,044	1,500	1,500	-	
Workers Compensation	15,149	18,513	14,308	36,500	36,500	-	
EAP / Post Employment	-	7,000	-	2,850	2,850	-	
Unemployment	128,198	89,055	46,816	60,000	25,000	(35,000)	
Retirement	1,848,354	1,860,421	1,865,688	2,050,296	2,054,122	3,826	
<b>Subtotal Operating Expenses</b>	<b>4,386,636</b>	<b>4,295,112</b>	<b>4,411,194</b>	<b>4,990,146</b>	<b>4,678,822</b>	<b>(311,324)</b>	

Division: Shared Expenses  
Department: Employee Benefits  
Expenses

<i>Description</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
<b>Other Expenses</b>						
Health Insurance	517400				2,010,850	
Life Insurance	517401				10,300	
Medex	517402				348,000	
Dental	517403				74,700	
Medicare	517405				115,000	
Accidental Death	517409				1,500	
Workers Compensation	517410				36,500	
Employee Assistance Program	517415				2,850	
Unemployment	517420				25,000	
Retirement	517490				2,054,122	
<b>Subtotal Other Expenses</b>					<b>4,678,822</b>	

Division: Shared Expenses  
 Department: Central Supply  
 Department No: 159  
 Roll Up

	FY09 Actual	FY10 Actual	FY11 Actual	FY12 Approp	FY13 Request	Variance	Appropriation
<b>EXPENSES</b>							
<b>Personnel</b>							
Salaries	-	-	-	-	-	-	
Overtime	-	-	-	-	-	-	
Other Personnel Expenses	-	-	-	-	-	-	
<b>Subtotal Personnel</b>	-	-	-	-	-	-	
<b>Operating Expenses</b>							
Advertising	-	-	-	-	-	-	
Building Maintenance	-	-	-	-	-	-	
Consultants	-	-	-	-	-	-	
Dues & Subscriptions	-	-	-	-	-	-	
Professional Development/Training	-	-	-	-	-	-	
Supplies	43,927	39,362	16,912	52,500	52,500	-	
Travel	-	-	-	-	-	-	
Utilities	-	-	-	-	-	-	
Vehicles & Equipment	16,704	15,748	41,579	20,000	20,000	-	
Other Expenses	-	-	-	-	-	-	
<b>Subtotal Operating Expenses</b>	<b>60,631</b>	<b>55,110</b>	<b>58,491</b>	<b>72,500</b>	<b>72,500</b>	-	
<b>Total Expenses</b>	<b>60,631</b>	<b>55,110</b>	<b>58,491</b>	<b>72,500</b>	<b>72,500</b>	-	

Division: Shared Expenses  
 Department: Central Supply  
 Department No: 159  
 Expenses

<i>Description</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
Advertising						
<i>Subtotal Advertising</i>					-	
Building Maintenance						
<i>Subtotal Building Maintenance</i>					-	
Consultants						
<i>Subtotal Consultant</i>					-	
Dues & Subscriptions						
<i>Subtotal Dues &amp; Subscriptions</i>					-	
Professional Development & Training						
<i>Subtotal Professional Development/Training</i>					-	
Supplies						
Office Supplies						
Copy Paper	542023				8,000	
Computer Supplies	542025				3,500	
Postage	530200				41,000	
Custodial Supplies					-	
Food Supplies					-	
Other Supplies					-	
<i>Subtotal Supplies</i>					52,500	
Travel (In and Out of State)						
<i>Subtotal Travel</i>					-	
Utilities						
<i>Subtotal Utilities</i>					-	
Vehicles & Equipment						
Office Equipment Purchases (Under \$5,000)						

**Division: Shared Expenses**  
**Department: Central Supply**  
**Department No: 159**  
**Expenses**

<i>Description</i>	<i>Current Munis</i>		<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
	<i>Object Code</i>	<i>Unit Type</i>				
Lease Annex Copier	587150		1		3,000	
Lease Town Hall Copier	587150		2		6,500	
Lease Postage Machine	587150		1		5,000	
<i>Office Equipment Maintenance</i>						
Copiers, Telephones, Typewriters	524205				5,500	
Vehicle Maintenance (include nonfuel consumables i.e. oil, fillers)					-	
<i>Vehicle Fuel</i>						
Gasoline					-	
Other Equipment					-	
<b><i>Subtotal Vehicle &amp; Equipment</i></b>					<b>20,000</b>	
<b>Other Expenses</b>						
<b><i>Subtotal Other Expenses</i></b>					<b>-</b>	

Division: Shared Expenses  
 Department: Municipal Buildings  
 Department No: 192  
 Roll Up

	FY09 Actual	FY10 Actual	FY11 Actual	FY12 Approp	FY13 Request	Variance	Appropriation
<b>EXPENSES</b>							
<b>Personnel</b>							
Salaries	-	-	-	-	-	-	
Overtime	-	-	-	-	-	-	
Other Personnel Expenses	-	-	-	-	-	-	
<b>Subtotal Personnel</b>	-	-	-	-	-	-	
<b>Operating Expenses</b>							
Advertising	-	-	-	-	-	-	
Building Maintenance	83,878	77,654	75,217	78,320	90,776	12,456	
Consultants	-	-	-	-	-	-	
Dues & Subscriptions	-	-	-	-	-	-	
Professional Development/Training	-	-	-	-	-	-	
Supplies	-	-	-	-	-	-	
Travel	-	-	-	-	-	-	
Utilities	48,037	39,650	51,044	55,800	80,800	25,000	
Vehicles & Equipment	-	-	-	-	-	-	
Other Expenses	-	-	-	-	-	-	
<b>Subtotal Operating Expenses</b>	<b>131,915</b>	<b>117,304</b>	<b>126,261</b>	<b>134,120</b>	<b>171,576</b>	<b>37,456</b>	
<b>Total Expenses</b>	<b>131,915</b>	<b>117,304</b>	<b>126,261</b>	<b>134,120</b>	<b>171,576</b>	<b>37,456</b>	



Division: Shared Expenses  
 Department: Municipal Buildings  
 Department No: 192  
 Expenses

<i>Description</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
<b>Advertising</b>						
<b>Subtotal Advertising</b>					-	
<b>Building Maintenance</b>						
Materials						
Repairs						
Cleaning Town Hall, Ordway, COA, Millyard Condo	524005	weeks	52	1028	53,456	
General Repairs Town Hall, COA, Millyard Condo	524005				15,000	
Park Restroom (formally in Public Works)	529440	weeks	32	260	8,320	
Beach Restroom (formally in Youth Services)	529440	weeks	10	260	2,600	
Other						
Millyard Condo Fees	524010	month	12	950	11,400	
<b>Subtotal Building Maintenance</b>					<b>90,776</b>	
<b>Consultants</b>						
<b>Subtotal Consultant</b>					-	
<b>Dues &amp; Subscriptions</b>						
<b>Subtotal Dues &amp; Subscriptions</b>					-	
<b>Professional Development &amp; Training</b>						
<b>Subtotal Professional Development/Training</b>					-	
<b>Supplies</b>						
<b>Subtotal Supplies</b>					-	
<b>Travel (In and Out of State)</b>						
<b>Subtotal Travel</b>					-	
<b>Utilities</b>						
Electricity	521001	month	12	4417	53,000	
Natural Gas	521020	month	12	2317	27,800	
Telephone					-	

**Division: Shared Expenses**  
**Department: Municipal Buildings**  
**Department No: 192**  
**Expenses**

<i>Description</i>	<i>Current Munis</i>			<i>Total Cost</i>		<i>Notes</i>
	<i>Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>		
Other Utilities					-	
<b>Subtotal Utilities</b>					<b>80,800</b>	
<b>Vehicles &amp; Equipment</b>						
<b>Subtotal Vehicle &amp; Equipment</b>					-	
<b>Other Expenses</b>						
<b>Subtotal Other Expenses</b>					-	

Division: Shared Expenses  
 Department: Landry Stadium (Enterprise Fund)  
 Department No: 643  
 Roll Up

	FY09 Actual	FY10 Actual	FY11 Actual	FY12 Approp	FY13 Request	Variance	Appropriation
<b>EXPENSES</b>							
<b>Personnel</b>							
Salaries	-	-	-	-	-	-	
Overtime	-	-	-	-	-	-	
Other Personnel Expenses	-	-	-	-	-	-	
<b>Subtotal Personnel</b>	-	-	-	-	-	-	
<b>Operating Expenses</b>							
Advertising	-	-	-	-	-	-	
Building Maintenance	11,982	7,450	5,957	5,000	9,000	4,000	
Consultants	-	-	-	-	-	-	
Dues & Subscriptions	-	-	-	-	-	-	
Professional Development/Training	-	-	-	-	-	-	
Supplies	-	-	-	-	-	-	
Travel	-	-	-	-	-	-	
Utilities	-	-	-	-	-	-	
Vehicles & Equipment	-	-	-	-	-	-	
Other Expenses	-	-	-	-	-	-	
<b>Subtotal Operating Expenses</b>	<b>11,982</b>	<b>7,450</b>	<b>5,957</b>	<b>5,000</b>	<b>9,000</b>	<b>4,000</b>	
<b>Total Expenses</b>	<b>11,982</b>	<b>7,450</b>	<b>5,957</b>	<b>5,000</b>	<b>9,000</b>	<b>4,000</b>	

Division: Shared Expenses  
 Department: Landry Stadium (Enterprise Fund)  
 Department No: 643  
 Expenses

Description	Current Munis		# of Units	Unit Cost	Total Cost	Notes
	Object Code	Unit Type				
Advertising						
<i>Subtotal Advertising</i>					-	
Building Maintenance						
Repairs						
Other						
General Maintenance	520000				9,000	
<i>Subtotal Building Maintenance</i>					9,000	
Consultants						
<i>Subtotal Consultant</i>					-	
Dues & Subscriptions						
<i>Subtotal Dues &amp; Subscriptions</i>					-	
Professional Development & Training						
<i>Subtotal Professional Development/Training</i>					-	
Supplies						
<i>Subtotal Supplies</i>					-	
Travel (In and Out of State)						
<i>Subtotal Travel</i>					-	
Utilities						
<i>Subtotal Utilities</i>					-	
Vehicles & Equipment						
<i>Subtotal Vehicle &amp; Equipment</i>					-	
Other Expenses						
<i>Subtotal Other Expenses</i>					-	

Division: Shared Expenses  
 Department: Outdoor Lighting  
 Department No: 424  
 Roll Up

	FY09 Actual	FY10 Actual	FY11 Actual	FY12 Approp	FY13 Request	Variance	Appropriation
<b>EXPENSES</b>							
Operating Expenses							
Utilities	149,500	155,492	169,159	170,004	170,004	-	
<b>Subtotal Operating Expenses</b>	<b>149,500</b>	<b>155,492</b>	<b>169,159</b>	<b>170,004</b>	<b>170,004</b>	-	
<b>Total Expenses</b>	<b>149,500</b>	<b>155,492</b>	<b>169,159</b>	<b>170,004</b>	<b>170,004</b>	-	

Division: Shared Expenses  
 Department: Outdoor Lighting  
 Department No: 424

<i>Description</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
<b>Utilities</b>						
Electricity	521010	month	12	14,167	170,004	
Natural Gas					-	
Telephone					-	
Other Utilities					-	
<b>Subtotal Utilities</b>					<b>170,004</b>	

Division: Shared Expenses  
 Department: Debt Service  
 Department No: 710  
 Roll Up

	FY09 Actual	FY10 Actual	FY11 Actual	FY12 Approp	FY13 Request	Variance	Appropriation
<b>EXPENSES</b>							
<b>Personnel</b>							
Salaries	-	-	-	-	-	-	
Overtime	-	-	-	-	-	-	
Other Personnel Expenses	-	-	-	-	-	-	
<b>Subtotal Personnel</b>	-	-	-	-	-	-	
<b>Operating Expenses</b>							
Principal	1,332,740	1,748,780	1,734,010	1,604,628	1,600,150	(4,478)	
Long Term Interest	657,993	767,841	704,907	635,966	560,011	(75,955)	
Short Term Interest	317,865	32,118	8,077	76,500	161,700	85,200	
<b>Subtotal Operating Expenses</b>	<b>2,308,598</b>	<b>2,548,739</b>	<b>2,446,994</b>	<b>2,317,094</b>	<b>2,321,861</b>	<b>4,767</b>	
						-	
<b>Total Expenses</b>	<b>2,308,598</b>	<b>2,548,739</b>	<b>2,446,994</b>	<b>2,317,094</b>	<b>2,321,861</b>	<b>4,767</b>	

Division: Shared Expenses  
 Department: Debt Service  
 Department No: 710

<i>Description</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
<b>Other Expenses</b>						
Principal	590000				1,600,150	
Interest Long Term	594000				560,011	
Interest Short Term	594010				161,700	
<b>Subtotal Other Expenses</b>					<b>2,321,861</b>	



Division: Shared Expense  
 Department: Insurance  
 Department No: 945  
 Roll Up

	FY09 Actual	FY10 Actual	FY11 Actual	FY12 Approp	FY13 Request	Variance	Appropriation
<b>EXPENSES</b>							
<b>Operating Expenses</b>							
Surety Bonds	1,300	1,241	1,241	2,300	2,300	-	
General Liability	268,969	253,774	232,722	276,000	276,000	-	
<b>Subtotal Operating Expenses</b>	<b>270,269</b>	<b>255,015</b>	<b>233,963</b>	<b>278,300</b>	<b>278,300</b>	-	
<b>Total Expenses</b>	<b>270,269</b>	<b>255,015</b>	<b>233,963</b>	<b>278,300</b>	<b>278,300</b>	-	

Division: Shared Expense  
Department: Insurance  
Department No: 945  
Expenses

<i>Description</i>	<i>Current Munis</i>		<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
	<i>Object Code</i>	<i>Unit Type</i>				
<b>Other Expenses</b>						
Surety Bonds	574010				2,300	
General Liability	574022				276,000	
<b><i>Subtotal Other Expenses</i></b>					<b>278,300</b>	

Division: Shared Expenses  
 Department: State & County Assessments  
 Department No: 801  
 Roll Up

	FY09 Actual	FY10 Actual	FY11 Actual	FY12 Approp	FY13 Request	Variance	Appropriation
<b>EXPENSES</b>							
<b>Personnel</b>							
Salaries	-	-	-	-	-	-	
Overtime	-	-	-	-	-	-	
Other Personnel Expenses	-	-	-	-	-	-	
<b>Subtotal Personnel</b>	-	-	-	-	-	-	
<b>Operating Expenses</b>							
Mosquito Control	40,241	39,883	39,559	39,957	41,923	1,966	
Parking Surcharges	18,060	17,420	20,840	20,840	17,500	(3,340)	
Special Education	11,799	12,154	2,627	2,653	7,277	4,624	
Charter School	518,689	530,053	435,360	521,577	527,184	5,607	
Essex Aggie Tuiton	181,149	149,557	110,607	85,903	87,325	1,422	
Retired Teachers Health Ins	1,134,632	1,249,587	1,261,636	1,154,541	999,752	(154,789)	
School Choice Out	502,084	404,289	399,693	404,693	390,760	(13,933)	
MVRTA	86,187	65,804	67,905	138,510	192,047	53,537	
Air Pollution	4,383	14,075	4,484	4,521	4,586	65	
MBTA	18,650	29,115	36,994	-	-	-	
<b>Subtotal Operating Expenses</b>	<b>2,515,874</b>	<b>2,511,937</b>	<b>2,379,705</b>	<b>2,373,195</b>	<b>2,268,354</b>	<b>(104,841)</b>	
<b>Total Expenses</b>	<b>2,515,874</b>	<b>2,511,937</b>	<b>2,379,705</b>	<b>2,373,195</b>	<b>2,268,354</b>	<b>(104,841)</b>	

Division: Shared Expenses  
 Department: State & County Assessments  
 Department No: 801  
 Expenses

<i>Description</i>	<i>Current Munis Object Code</i>	<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
<b>Other Expenses</b>						
Mosquito Control	560125				41,923	
Parking Surcharges	560128				17,500	
Special Education	560131				7,277	
Charter School	560132				527,184	
Essex Aggie Tuiton	560133				87,325	
Retired Teachers Health Ins	560143				999,752	
School Choice Out	560300				390,760	
MVRTA	560307				192,047	
Air Pollution	560308				4,586	
MBTA	560309				-	
<b>Subtotal Other Expenses</b>					<b>2,268,354</b>	

Division: Shared Expenses  
 Department: Other Assessments  
 Department No: 802  
 Roll Up

	FY09 Actual	FY10 Actual	FY11 Actual	FY12 Approp	FY13 Request	Variance	Appropriation
<b>EXPENSES</b>							
<b>Personnel</b>							
Salaries	-	-	-	-	-	-	
Overtime	-	-	-	-	-	-	
Other Personnel Expenses	-	-	-	-	-	-	
<b>Subtotal Personnel</b>	-	-	-	-	-	-	
<b>Operating Expenses</b>							
Historical Commission	-	-	-	500	500	-	
Visitors Center	500	375	-	500	500	-	
Camp Kent	11,444	10,397	12,334	11,340	11,340	-	
Improvement Association	1,000	1,000	1,000	1,000	1,000	-	
MVPC	5,425	5,425	5,425	12,725	12,725	-	
Elderly Services of Merrimac Valle	1,519	-	-	1,519	1,519	-	
Whittier Reg	885,697	824,559	723,677	802,609	838,190	35,581	
<b>Subtotal Operating Expenses</b>	<b>905,585</b>	<b>841,756</b>	<b>752,064</b>	<b>742,436</b>	<b>865,774</b>	<b>35,581</b>	
<b>Total Expenses</b>	<b>905,585</b>	<b>841,756</b>	<b>752,064</b>	<b>742,436</b>	<b>865,774</b>	<b>35,581</b>	

Division: Shared Expenses  
 Department: Other Assessments  
 Department No: 802  
 Expenses

Description	Current Munis			Unit Cost	Total Cost	Notes
	Object Code	Unit Type	# of Units			
Other Expenses						
Historical Commission	523169				500	
Visitors Center	530174				500	
Camp Kent	530175				11,340	
Improvement Association	530435				1,000	
MVPC	560305				12,725	
Elderly Services of Merrimac Valley	560306				1,519	
Whittier Reg	560310				838,190	
Subtotal Other Expenses					865,774	

Division: Other  
 Department: Reserve Fund  
 Department No: 132  
 Roll Up

	FY09 Actual	FY10 Actual	FY11 Actual	FY12 Approp	FY13 Request	Variance	Appropriation
<b>EXPENSES</b>							
<b>Personnel</b>							
Salaries	-	-	-	-	-	-	
Overtime	-	-	-	-	-	-	
Other Personnel Expenses	-	-	-	-	-	-	
<b>Subtotal Personnel</b>	-	-	-	-	-	-	
<b>Operating Expenses</b>							
Reserve Fund	-	-	-	50,000	450,000	400,000	
<b>Subtotal Operating Expenses</b>	-	-	-	<b>50,000</b>	<b>450,000</b>	400,000	
<b>Total Expenses</b>	-	-	-	<b>50,000</b>	<b>450,000</b>	400,000	

Division: Other  
 Department: Reserve Fund  
 Department No: 132  
 Salaries

<i>Name</i>	<i>Position</i>	<i>Current Munis Object Code</i>	<i>Base Salary</i>	<i>Longevity</i>	<i>Education Stipends</i>	<i>Uniform</i>	<i>Other Stipends</i>	<i>Total Salary</i>
27th Paycheck	All Employees		-	-	-	-	-	-
<b>Total Personnel</b>			-	-	-	-	-	-



Town of Amesbury  
Fiscal Year 2009  
Proposed Budget  
Operating Expenses

Division: Other  
Department: Reserve Fund  
Department No: 132

<i>Description</i>	<i>Current Munis Object</i>		<i>Unit Type</i>	<i># of Units</i>	<i>Unit Cost</i>	<i>Total Cost</i>	<i>Notes</i>
	<i>Code</i>						
<b>Other Expenses</b>							
Reserve for unforeseen	578110					50,000	
Reserve for 27th payroll						400,000	
<b>Subtotal Other Expenses</b>						<b>450,000</b>	